



Press Release

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For Immediate Release

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UPCOMING HR PRIVACY CONFERENCE SPOTLIGHTS EMERGING INTERNATIONAL WORKPLACE PRIVACY RULES AND TRENDS

Multinational corporations are already registered to hear top HR experts from the US, UK, Canada, Hong Kong, and Germany address how HR privacy challenges should be approached at Washington, D.C. conference May 26-27.

March 2, 2004//Hackensack, NJ: From PIPEDA in Canada to binding corporate rules in Europe, from new HR codes of practice in the UK and monitoring guidelines in Hong Kong to contrasts with recent security laws in California, top international experts will address how evolving international rules and regulations are affecting multinationals' bottom line issues and what they can do about it.

"Multinational companies are facing a new HR privacy landscape that is in motion and employee-employer relationships that are changing," said Dr. Donald Harris, President, HR Privacy Solutions. "Knowing where the stress points are – where changes will affect policy and operations – is vital to a company's success."

Building on a track record of four successful conferences beginning in 1997, **HR Privacy 2004: Managing the New Challenges** is the fifth cutting-edge event presented by *Privacy & American Business (P&AB)*, International Association for Human Resource Information Management (*IHRIM*), and *HR Privacy Solutions*.

The conference will also examine domestic HR privacy issues. Dr. Alan Westin, President & Publisher of *P&AB*, said, "Managing HR privacy issues today, especially post 9/11, requires uniting five corporate organizational functions in a coordinated effort – traditional HR staffs, legal departments, security officers, information systems leaders and, where they are present, chief privacy officers. This HR Conference will pay special attention to how these five staff groups must, and can, cooperate to address emerging HR privacy and security issues effectively."

Featured Speakers

HR Privacy 2004: Managing the New Challenges is slated for May 26-27 at the Wyndham Washington Hotel in D.C. to discuss new domestic and global HR privacy demands that companies are facing in protecting employee data. International expert speakers include: David Smith, Assistant Commissioner, UK Office of the Information Commissioner; Alfred Büllesbach, CPO, DaimlerChrysler; Christoph Klug, Managing Director, German Association for Data Protection and Data Security; Sarah Seabury, HR Director-Process Redesign, ACS; and Ian Turnbull, Author, [Privacy in the Canadian Workplace – Best Practices](#).

U.S.-focused expert speakers include: Joanne McNabb, Chief, California Office of Privacy Protection; Cherri Gillmore, Americas Employee Data Privacy Manager, HP; Frederick Lane, Author, [The Naked Employee](#); Becky Burr, Partner, Wilmer, Cutler & Pickering; Michael Herrinton, Partner, Ernst & Young; Scott Blackmer, Partner, The Potter Group; Jeff McDonald, Director, HRIS, The Boeing Company; Pam Dixon, Executive Director, World Privacy Forum; and others.

Major Conference Topics

HR Privacy 2004: Managing the New Challenges focuses on all major domestic and international employee privacy issues. Topics to be addressed at this unique two-day event include EU and global data protection laws, workplace-enabled ID theft, offshore outsourcing, Canada's new privacy laws, HIPAA and workplace medical privacy issues, new California security-breach employee notification legislation, the UK and Hong Kong codes of practice for employers, online recruitment perils, background and Patriot Act checks, workplace email and Internet-use surveillance, and HR's role in data security.

HR Privacy 2004: Managing the New Challenges is designed to help practitioners in the HR, IT, legal, risk management, and government affairs functions gain the understanding, resources and networking contacts needed to effectively guide their organizations' responses to the many and often conflicting privacy-related demands employers face today. Attendees will learn first-hand, in actual case studies, the practical how-to information about the employee privacy programs of companies such as HP, Boeing, Motorola, and Daimler-Chrysler, and the views of regulatory authorities and experts in HR privacy and security. No other conference being offered this year will have the clearly-defined "how to do it well" focus and three dozen top quality speakers of **HR Privacy 2004**.

Register Today For The Early Bird Rate!

If you are concerned about employee privacy issues, this is the one conference in 2004 that you will not want to miss! Register now and take advantage of the Early Bird rate – a \$200 savings. Members of the sponsoring organizations will receive a discount registration rate.

Group Rates Available!

P&AB, HR Privacy Solutions and IHRIM are offering group rates to organizations interested in sending four or more individuals. Those who sign up four or more

colleagues to attend “HR Privacy 2004: Managing the New Challenges” save \$100 per registrant. Discounted hotel rooms are available! Visit www.pandab.org or contact Olga Garey at info@pandab.org or (201) 996-1154 to register, to download the current Conference agenda or for more information.

About Privacy & American Business

Privacy & American Business (www.pandab.org, www.PrivacyExchange.org, & www.pjobs.org), is an activity of the Center for Social & Legal Research, a non-profit, non-partisan public policy think tank exploring U.S. and global issues of consumer and employee privacy and data protection since its launch in 1993.

Always on the cutting edge, **P&AB** was the first to chart and analyze for business the rise of privacy from a second-tier concern to a front-burner issue and to provide opportunities in programs and meetings to assist businesses in understanding the privacy environment as it is evolving. **P&AB**, a pioneer in recognizing the rise of the Corporate Privacy Officer (CPO), was the first to open its CPO Program in 1999.

The Center and all its activities are led by Dr. Alan Westin, Professor of Public Law & Government Emeritus, Columbia University, and President and Publisher of **P&AB**; Robert Belair, Partner at Oldaker, Biden & Belair and **P&AB**'s Vice President; and Lorrie Sherwood, **P&AB**'s Executive Director.

About HR Privacy Solutions

HR Privacy Solutions Ltd. (www.hrprivacy.com) is the first and only consulting practice devoted exclusively to helping corporate clients develop and implement privacy policies, practices and systems that meet public and regulatory demands for stronger protection of personal information in the workplace. The need for a strategy and assistance in coming into compliance with Safe Harbor and global data protection requirements has prompted a dozen leading multi-nationals and employment service providers to engage the services of HR Privacy Solutions since its founding in 1999.

About IHRIM

The International Association for Human Resource Information Management (IHRIM) (www.ihrim.org) provides knowledge and solutions to help companies manage employment-related information and technology. IHRIM is a central network for its members to gain access and in-depth knowledge about HR information management and systems issues, trends, and technology. IHRIM is the leading international association enabling its members to achieve strategic objectives through the integration of information technology and human resource management. Founded in 1980, IHRIM has over 4,000 members from around the globe. In addition to products and services available at the association level, a myriad of benefits are available through membership in our North American chapters and international affiliates.

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