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Beyond Illusions 5 Emerging Challenges in Employment Law, AI and Data Privacy

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Beyond Employment Law
Agenda

- Employee Data Security Trends

- Artificial Intelligence in the Workplace

- "Whole-of-Enterprise" Approach - Creating a Cyber Culture

- Q&A
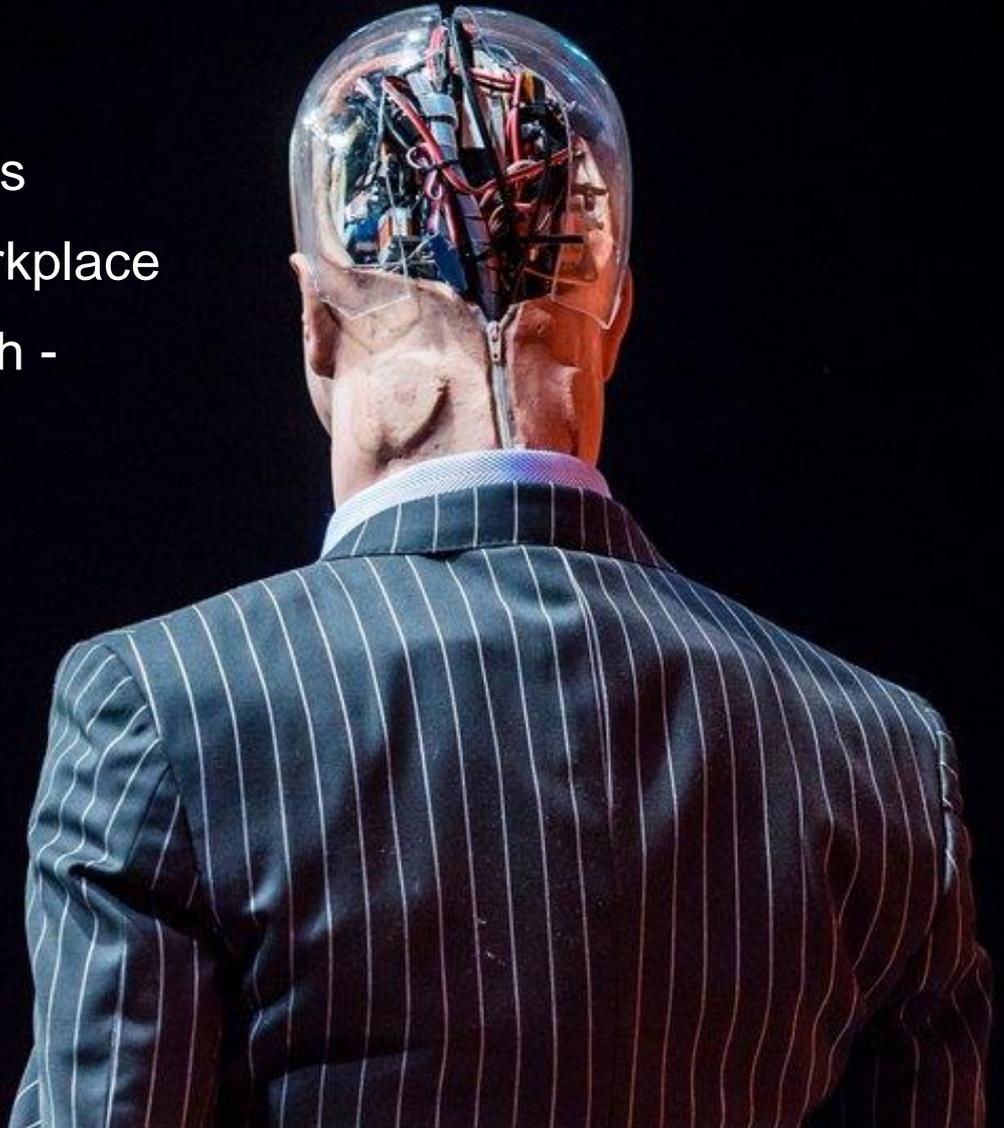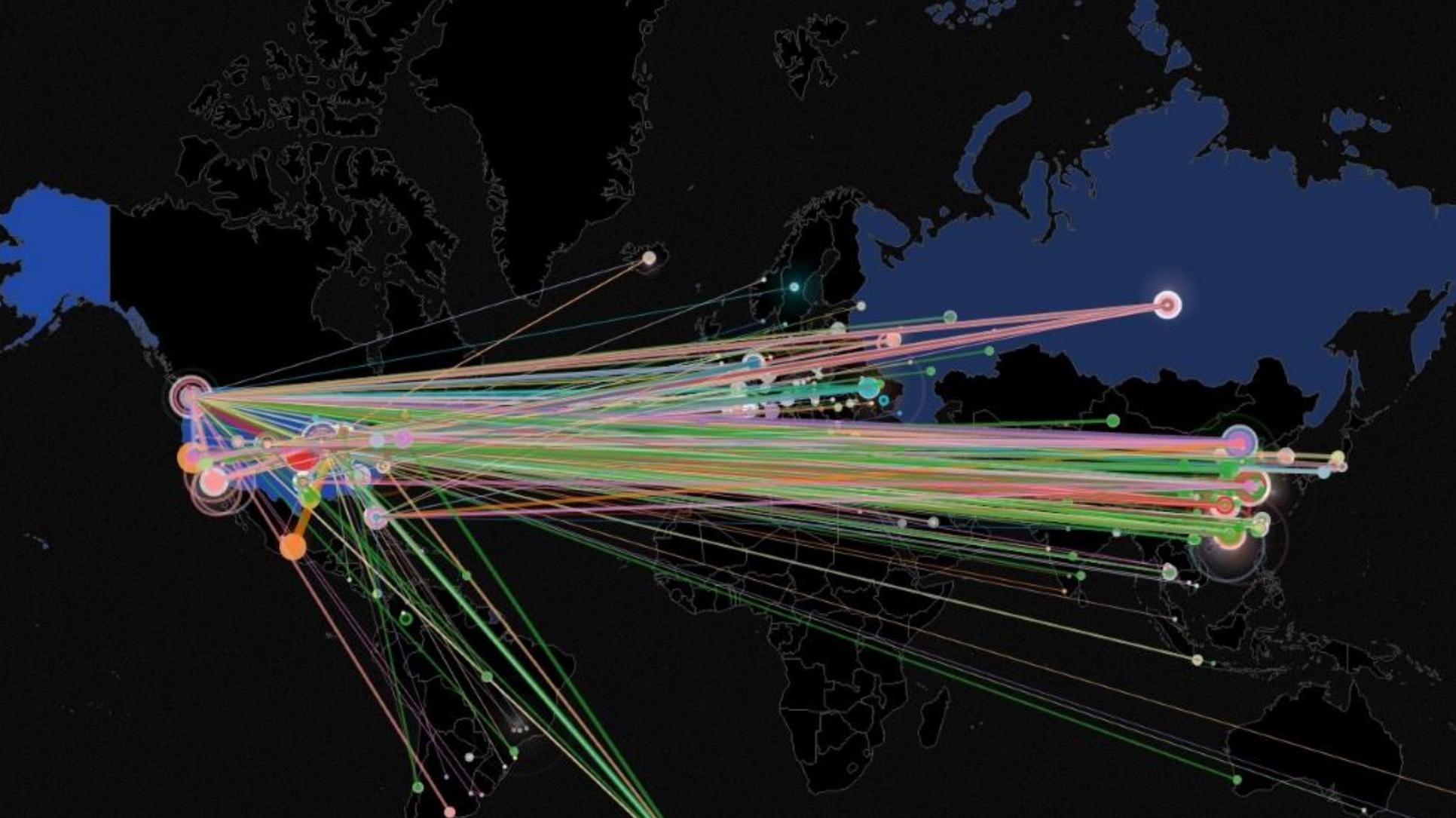
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Vienna, United States	144.171.149.97	Saint Louis, United	http-alt	8080
Moscow, Russia	93.180.5.26	Seattle, United States	domain	53
Kowloon, Hong Kong	203.80.231.230	Saint Louis, United	unknown	5916
Changzhou, China	61.160.224.128	Dallas, United States	ssh	22
Bogotá, Colombia	190.144.81.208	Kirksville, United States	telnet	23
unknown, Ukraine	195.211.154.179	Seattle, United States	unknown	21320

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ADVERSARY WORLD MAP

CHINA
Anchor Panda
Aurora Panda
Comment Panda
Dagger Panda
Deep Panda
Dizzy Panda
Dynamite Panda
Eloquent Panda
Emissary Panda
Foxy Panda
Gibberish Panda
Goblin Panda
Gothic Panda
Hammer Panda
Hurricane Panda
Impersonating Panda
Karma Panda
Keyhole Panda
Lotus Panda
Maverick Panda
Nightshade Panda
Numbered Panda
Override Panda
Pale Panda
Pirate Panda
Pitty Panda
Putter Panda
Predator Panda
Putter Panda
Radio Panda
Sabre Panda
Samurai Panda
Spicy Panda
Stalker Panda
Stone Panda
Temper Panda
Toxic Panda
Turbine Panda
Union Panda
Violin Panda
Vixen Panda
Wet Panda
Wicked Panda

CRIMINAL
Boson Spider
Carbon Spider
Hound Spider
Indrik Spider
Magnetic Spider
Mimic Spider
Pizzo Spider
Shark Spider
Static Spider
Wicked Spider
Wold Spider
Zombie Spider

IRAN
Charming Kitten   Magic Kitten
Cutting Kitten   Rocket Kitten

PAKISTAN
Mythic Leopard

INDIA
Viceroy Tiger

RUSSIA
Berserk Bear   Fancy Bear
Boulder Bear   Team Bear
Cozy Bear   Venomous Bear
Energetic Bear   Voodoo Bear

NORTH KOREA
Silent Chollima

ACTIVIST
Curious Jackal
Deadeye Jackal
Extreme Jackal
Gekko Jackal
Ghost Jackal
Shifty Jackal

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Wana Decrypt0r 2.0

Ooops, your files have been encrypted!

English ▾

Payment will be raised on

5/16/2017 00:47:55

Time Left

02:23:57:37

Your files will be lost on

5/20/2017 00:47:55

Time Left

06:23:57:37

About bitcoin

How to buy bitcoins?

What Happened to My Computer?

Your important files are encrypted.

Many of your documents, photos, videos, databases and other files are no longer accessible because they have been encrypted. Maybe you are busy looking for a way to recover your files, but do not waste your time. Nobody can recover your files without our decryption service.

Can I Recover My Files?

Sure. We guarantee that you can recover all your files safely and easily. But you have not so enough time.

You can decrypt some of your files for free. Try now by clicking <Decrypt>.

But if you want to decrypt all your files, you need to pay.

You only have 3 days to submit the payment. After that the price will be doubled.

Also, if you don't pay in 7 days, you won't be able to recover your files forever.

We will have free events for users who are so poor that they couldn't pay in 6 months.

How Do I Pay?

Payment is accepted in Bitcoin only. For more information, click <About bitcoin>.

Please check the current price of Bitcoin and buy some bitcoins. For more information, click <How to buy bitcoins>.

And send the correct amount to the address specified in this window.

After your payment, click <Check Payment>. Best time to check: 9:00am - 11:00am

bitcoin ACCEPTED HERE

Send $300 worth of bitcoin to this address:

Copy

Employee Data Security Trends
Setting the table

- **Collecting Data**
  - **Hiring**
  - **Background Checks**
  - **Medical Insurance**
  - **Personnel Records**
  - **Medical Leave Requests**

- **Security Solutions**
  - **Industry Frameworks (e.g., NIST, ISO, DHS)**
  - **Restricting Access**
  - **Securing Data At Rest**
  - **Retention Policies**
  - **Internal Facing Policies, Procedures**
  - **Updated Employee Privacy Policy**

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Privacy and Cybersecurity Risks
Where are you exposed?

- **Risk of over-collection of information that is unlawful or protected**
  - Health, Financial, Biometric
- **Increased litigation**
  - Data breach
  - Failure to secure
  - Biometric statutes

- **Privacy Law Developments**
  - GDPR
  - California Privacy Law

AI In The Workplace

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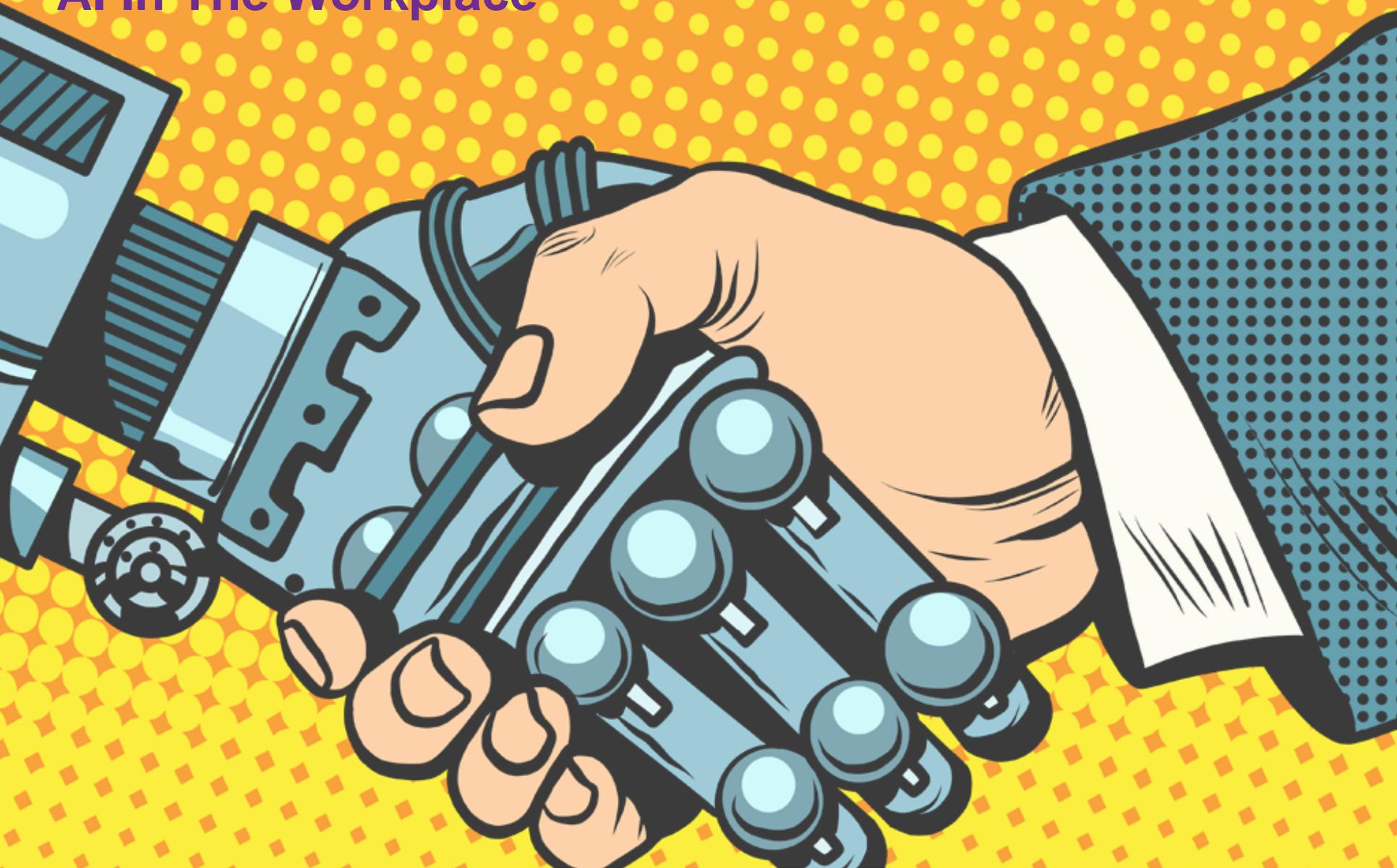
Meet HARRI
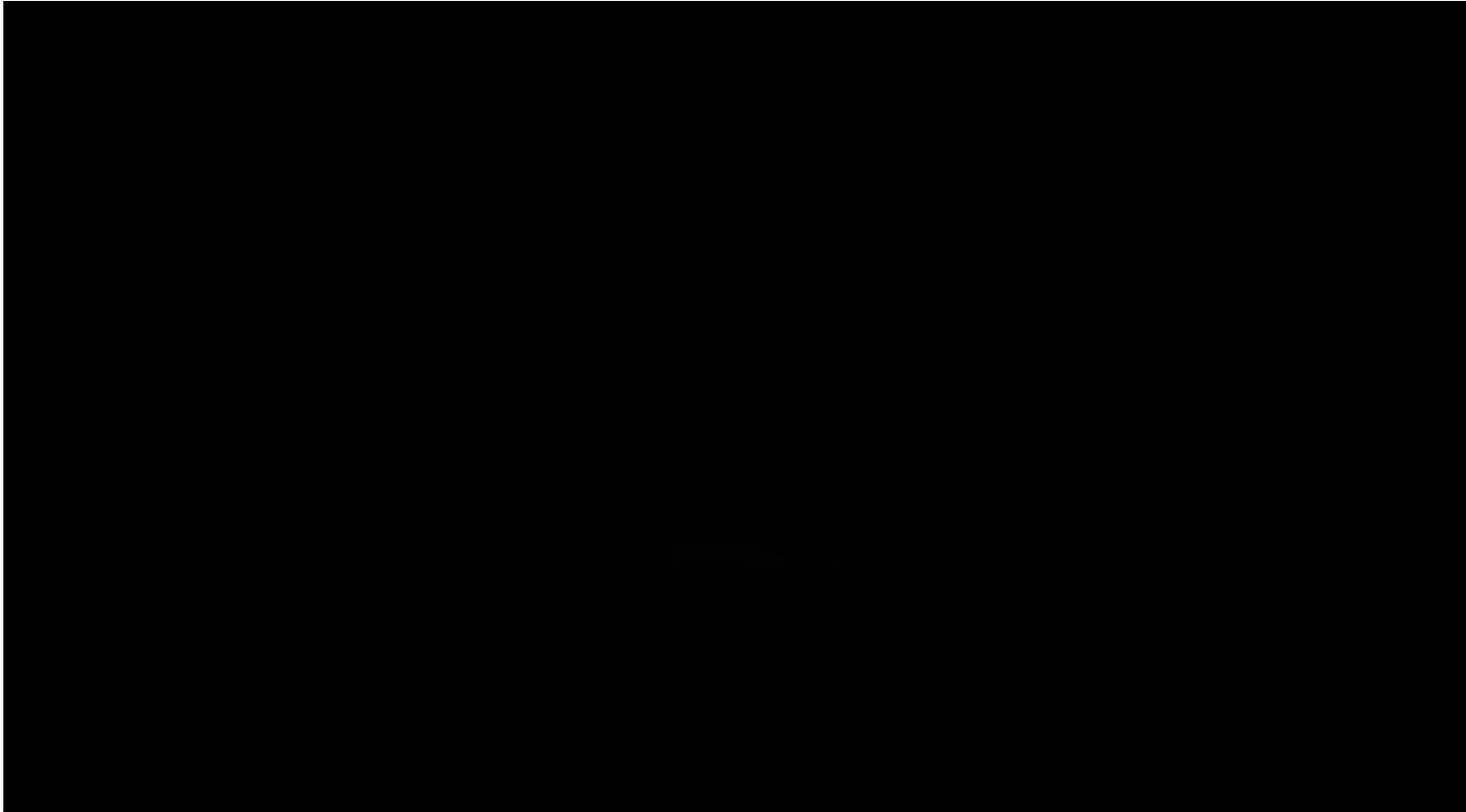
https://www.youtube.com/watch?v=yW78fd_eL4s

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How Are Companies Using AI?

- Recruitment

- HR Functions

- Targeted Coaching / Discipline

- Brand Transformation

- Customer Service Kiosks

AI - Coaching and Discipline

AI Customer Service Kiosk

- AI is rapidly developing - unforeseen capabilities in advertising, processing, and information sharing

- How can AI be leveraged to allow customers to "customize" their experience?

- Real time feedback
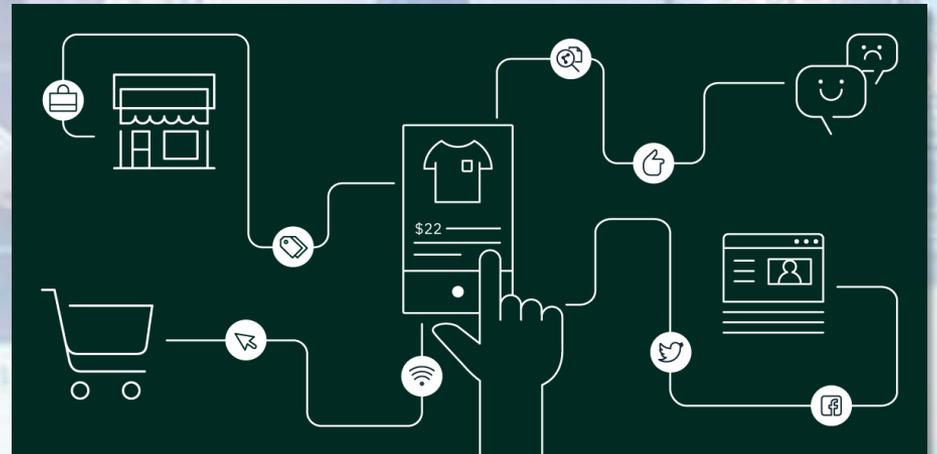
Age/Disability/National Origin Discrimination

- Could the use of AI in the workplace have a disparate impact on individuals over 40?

- Could AI give rise to additional accommodations and more difficulty proving undue hardship?

- Could the use of AI in the workplace have a disparate impact on individuals with language barriers?

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Interesting Thought

Might companies run into "discrimination" claims or reputation problems if they replace humans with AI?

"Made in USA" = "Made By Humans"

How Is Your Cyber Culture?

- **Training**

- **Awareness**

- **Testing**

- **Management Buy-In?**

- **Appropriate Risk Analysis?**

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