



**Nathan L. Whatley  
Shareholder  
McAfee & Taft**

***‘Walking the Tightrope of Employee Background  
Screening—When Credit and Criminal History Checks Can  
Work For You and When They Can Work Against You’***

**TUESDAY, October 18, 2016  
8:30am – 10:00am  
Oklahoma History Center  
800 Nazih Zuhdi Drive  
Oklahoma City, OK 73105-7914**

**Please fax my RSVP to: Business Services Team at (405) 701-2042 or E-mail  
your name to [OKCEmployercouncil@oesc.state.ok.us](mailto:OKCEmployercouncil@oesc.state.ok.us)**

**Name:** \_\_\_\_\_

**Company:** \_\_\_\_\_

**Telephone:** \_\_\_\_\_ **Fax:** \_\_\_\_\_

**OKC Metro Employer Council will provide accommodations as requested.  
Please submit requests within 1 week of the event by contacting  
Monty Evans at 405-557-5369 or [Monty.Evans@oesc.state.ok.us](mailto:Monty.Evans@oesc.state.ok.us)**

**Linda Clark, Writes On Walls Consulting, Chair  
Kyle Killingsworth, Catalyst Consultant Group LLC, Vice-Chair**

The OKC Metro Employer Council is a cooperative educational effort of the Oklahoma Employment Security Commission, Workforce Oklahoma partners and Oklahoma City area human resource professionals.

**Guests are welcome and no charge is involved.**

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OESC is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP<sup>SM</sup> or SHRM-SCP<sup>SM</sup>.





***Our October 18, 2016 meeting will feature Nathan Whatley from McAfee & Taft who will present:***

***‘Walking the Tightrope of Employee Background Screening’***

*This presentation will cover the following topics: 1) Why should employers use background checks? 2) The proper process for obtaining and using consumer reports and the penalties for mistakes. 3) Avoiding FCRA traps in post-employment investigations. 4) When criminal checks are permissible and when they are prohibited, and 5) How can criminal history checks be safely integrated into the hiring process?*



Nathan Whatley represents management in all phases of litigation before federal and state courts, regulatory and administrative agencies, including the Equal Employment Opportunity Commission (EEOC), the U.S. Department of Labor, and the Occupational Safety and Health Administration (OSHA), and in arbitration matters. He also handles litigation matters involving the enforcement of non-competition and confidentiality agreements, breach of employment contracts, handbook and personnel policy violations, wage and hour disputes, and other issues arising out of employer/employee relationships.

Nathan has litigated in Oklahoma, Texas, Illinois, California, South Carolina, Arkansas, Alabama, Arizona, Oregon, Washington, Tennessee, Georgia, Louisiana, New York, New Jersey, New Mexico, Kansas and Missouri.

Nathan is a frequent speaker on a variety of labor and employment topics and has been a guest legal columnist and contributing author to numerous business and professional publications, including *The Oklahoman*, *The Journal Record*, *Oklahoma Employment Law Letter*, *HRlaws.com*, and *EmployerLINC*, a legal blog dedicated to employers and workplace issues. He has also been interviewed by local print and broadcast media outlets on matters affecting Oklahoma employers. In addition to having served as editor of the newsletter for the Labor and Employment Law Section of the Oklahoma Bar Association, he has authored white papers for the Society for Human Resource Management (SHRM) and articles for the *Oklahoma Law Review* and *Oklahoma Bar Journal*. His major writing credits include authoring *Oklahoma Employment Law: Practice and Forms Manual*, published by Data Trace Publishing Company in 2010; co-authoring *Entertainment and Media Law Client Strategies*, published by Aspatore Books in 2007; and serving as a contributing writer to *Age Discrimination In The Workplace: A Primer For Human Resource Professionals*, published by the Society for Human Resource Management in 1999.