

The Pitfalls of Modern Recruiting

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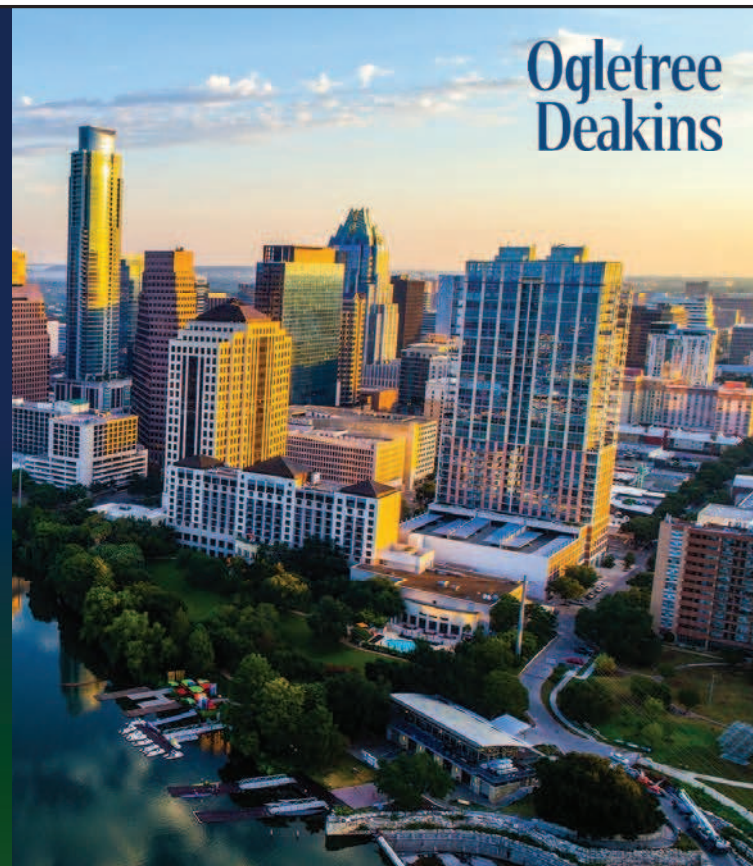
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Agenda

- Ban the Box
- Salary History Inquiries
- Job Postings/Advertisements
- Immigration Considerations

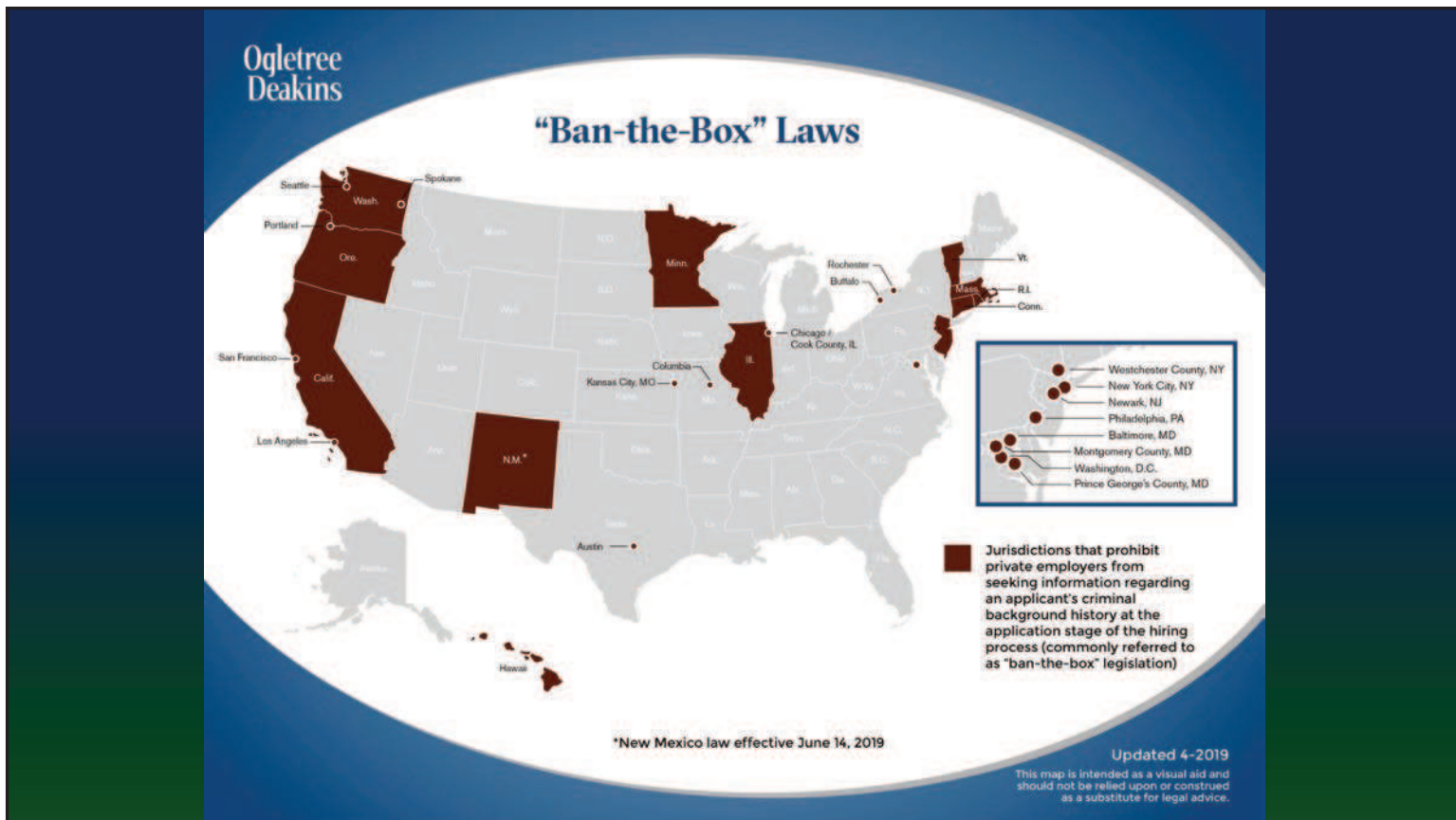


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Ban the Box



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Ban the Box Laws

- Public employers
 - 34 states, 150 cities
- Private employers
 - 12 states, 18 cities/counties
- Government contractors
 - D.C., 31 cities/counties
- Texas
 - 2016: Austin ordinance
 - 2019: Legislative efforts to eliminate



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Ban the Box Laws

- More than one way to BTB
 - Minnesota: only after selection for interview; no background check
 - Montgomery County: only after first interview; no background check
 - San Francisco: live interviews only; cannot have employee complete forms; no background checks
 - Utah: only after conditional offer; can't always gather SSN, DOB, DL

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