



WORKERS' COMPENSATION PRACTICE GROUP WEBINAR

POST-EMPLOYMENT WOES: TIPS ON ASKING THE "RIGHT" QUESTIONS DURING PRE-EMPLOYMENT

DATE:

Tuesday, September 20, 2022

TIME:

12:00 p.m. – 1:00 p.m. Central Time

ABOUT THIS WEBINAR:

The panelists invite you to join an interactive webinar to discuss the issues and pitfalls surrounding the pre-hire process. The panel will address how asking the right questions during the interview and pre-employment screening can avoid potential headaches post-hire. They will also discuss questions and topics to avoid during this process. Audience participation is encouraged, so please submit questions or topics in advance of the webinar to kate.patton@leitnerfirm.com, shante.sanders@airliquide.com or tbrown@hbblaw.com.

PRESENTERS:

THOMAS BROWN is a partner with ALFA International member firm Haight Brown & Bonesteel LLP in Los Angeles, California. He is a member of the firm's Employment & Labor Practice Group. Tom is a Certified Specialist in Workers' Compensation Law by the State Bar of California Board of Legal Specialization. Tom's practice focuses on California workers' compensation law, including employer serious and willful misconduct, 132a and defense of independent contractor issues before the WCAB. He routinely represents Fortune 500 companies, self-insured employers, insurance carriers, small businesses and employers who maintain high retention levels requiring strict oversight of their claims. Tom has participated in numerous trials, conducted multiple depositions of applicants and physicians, and has demonstrated particular skill in utilizing the AMA Guides in deposing medical experts. When he is not defending workers' compensation claims, Tom enjoys volunteering on the Board of Directors of the Orange County Children's Book Festival. The festival is a free annual event held at Orange Coast College to encourage literacy and promote reading for children of all ages.

KATE PATTON is an associate with ALFA International member firm Leitner, Williams, Dooley & Napolitan, PLLC in Nashville, Tennessee. Kate focuses her practice on insurance defense, specializing in workers' compensation. Throughout her practice, Kate has assisted in the litigation of hundreds of workers' compensation claims from their inception through trial and appellate levels. Kate is on the steering committee for ALFAI's Workers' Compensation Practice Group and is a member of ALFAI's Future Leaders Forum. In addition, she is a member of the Nashville and Tennessee Bar Association, along with the Tennessee Defense Lawyer Association. Kate is licensed in Tennessee and earned her law degree from Salmon P. Chase College of Law, where she served as Senior Associate Editor for the *Northern Kentucky Law Review*.

SHANTE SANDERS is an employee relations professional and absence management specialist at Air Liquide. She is the subject matter expert for multiple US programs and currently manages regulatory compliance, reasonable accommodations (medical & religious), leave of absence and disability (STD/LTD/FMLA), including workers'

POST EMPLOYMENT WOES: TIPS ON ASKING THE "RIGHT" QUESTIONS DURING PRE-EMPLOYMENT



compensation, injury reporting and several vendors. In addition, she creates effective business processes and training material for multiple business lines throughout the US. Shante's prior experience is in worker's compensation claims. She received her master's degree in business from Texas Women's University in Houston, Texas.