

From Data to Defense: Preserving Attorney- Client Privilege in Workforce Analytics

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Workforce data is both powerful and risky. The EEOC and DOJ are using large-scale selection data to build systemic cases, while contractors and grant recipients face certification obligations that raise False Claims Act exposure. At the same time, employers must leverage their own data to manage hiring, pay equity, AI-enabled decision tools, retention, and reductions in force without creating avoidable legal risk. Grounded in the Model Rules of Professional Conduct—particularly Rule 1.6 (Confidentiality of Information) and Rule 1.13 (Organization as Client)—this webinar will cover how to structure attorney-directed analyses, maintain confidentiality across legal, HR, DEI, and analytics teams, engage outside experts or vendors without undermining protections, separate legal advice from business reporting, and document remediation while minimizing waiver. Attendees will leave with practical frameworks to preserve privilege and reduce legal risk.



SPEAKERS

Simone R.D. Francis (St. Thomas/New York)
Lauren B. Hicks (Indianapolis/Atlanta)
Cameron W. Ellis (Atlanta)
Anna K. Potter, *Moderator*



DATE

Wednesday, April 29, 2026



TIME

11:00 a.m. – 12:00 p.m. Pacific
12:00 p.m. – 1:00 p.m. Mountain
1:00 p.m. – 2:00 p.m. Central
2:00 p.m. – 3:00 p.m. Eastern



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