



4th Annual

# European Pre-Employment Vetting & Screening Summit

**Friday 5th December 2008**

Marriott Hotel Brussels, Belgium

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## Why attend this crucial summit?

In its 4th successful year, this unique event delivers regional legislative updates covering all the latest legal issues, data protection and how to vet and screen candidates from Eastern, West, Northern and Southern Europe. An unrivalled expert European speaker panel includes:

- **Freshfields Bruckhaus Deringer**, Belgium
- **Covington & Burling**, UK
- **Bartłomiej Raczkowski Kancelarii Prawa Pracy**, Poland
- **Kroll**, UK
- **G4S**, UK
- **ABN AMRO**, Netherlands
- **BELGACOM**, Belgium
- **Barclays Bank**, UK
- **Carrefour**, Belgium

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## Which functions will benefit from attending

Vetting and screening  
Recruitment  
Resourcing  
Legal counsel

Employee relations  
Training  
Diversity and equality  
Immigration specialists

Trade unions  
Employer Associations

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**KROLL**

**ASIS**  
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**City HR**  
Association

**CPD**  
MEMBER  
The CPD Certification Service

*"The best Vetting and Screening Conference to date. Huge breadth of talent giving excellent presentations. Good quality and informative"*

Vodafone

## Dear Colleague

Your organisation faces increasing challenges in ensuring that your recruitment process delivers only the best. Vetting and screening candidates can ensure that you are protected from potentially fraudulent or terrorist employees; that you are not contravening legislation in employing certain individuals; that you can verify the identity and educational and professional qualifications of applicants.

Doing so can be a minefield with a raft of new legislation alongside the traditional challenges of checking information across borders and jurisdictions.

This unique conference will give you the chance to discover exactly what you can and can't do from a legal perspective. You will also hear real-life advice and case studies from such experts as:

- **G4S**, UK
- **ABN AMRO**, Netherlands
- **BELGACOM**, Belgium
- **Barclays Bank**, UK
- **Carrefour**, Belgium

The day is designed to be interactive and there will be plenty of opportunities to ask questions that are specific to your organisation at the panel session, during the refreshment breaks/lunch and into the post summit drinks reception at the end of the day.

We do hope that you will join us for what we believe will be an interesting and informative day.

Best regards



**Elizabeth Smith**  
Director of Research  
elizabeth.smith@bfi.co.uk

*"Informative; well organised comprehensive agenda with a first rate speaker panel. Excellent"*

Credit Suisse

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### Organisations presenting are:

<b>Freshfields Bruckhaus Deringer</b> , Belgium	<b>Bartlomiej Raczkowski Kancelarai</b> <b>Prawa Pracy</b> , Poland	<b>ABN AMRO</b> , Netherlands
<b>Covington &amp; Burling</b> , UK	<b>Kroll</b> , UK	<b>BELGACOM</b> , Belgium
	<b>G4S</b> , UK	<b>Barclays Bank</b> , UK
		<b>Carrefour</b> , Belgium

## KROLL

Kroll, the global risk consulting company, provides a broad range of investigative, intelligence, financial, security, and technology services to help clients reduce risks, solve problems, and capitalise on opportunities. With more than 60 offices on six continents, Kroll serves a global clientele of law firms, financial institutions, companies, non-profit institutions, government agencies, and individuals.

Kroll's background screening services can help eliminate doubt about the integrity of job applicants and vendors. Kroll can vet potential and existing hires, examine professional and academic claims, and identify a range of omitted issues that could affect job performance. Kroll is part of Marsh & McLennan companies, Inc. For more information, please visit [www.kroll.com](http://www.kroll.com) or <http://www.krollbackgroundscreening.com>.

## Endorsers

### ASIS

With over 33,000 members worldwide, ASIS International is the largest worldwide organization for security professionals.

ASIS serves as an active resource for information on various security and management skills by exposing members to all disciplines so they can become key players in the modern business

environment. For these reasons ASIS encourages anyone with a professional interest in security to apply for membership. For information, call 01494 488 599 or email [chapter208@asis.org.uk](mailto:chapter208@asis.org.uk)

### EPIC

Membership in EPIC (Ex Police in Commerce) is open to police officers from Home Office Forces who, on retirement, are engaged in security within industry and commerce.

Many of EPIC's 498 members are self-employed, owning their own companies or providing consultancy, and others

are leading practitioners in their fields, employed by major firms. Enquiries for membership to Barry Davis, Secretary, 5 Fairview Close, Kilburn, Belper, Derbyshire DE56 0PN Tel: 01332 881 981.

Visit [www.epic-uk.com](http://www.epic-uk.com).

## Schedule

Friday 5th  
December

*"BFI Vetting and Screening events consistently deliver timely and comprehensive information."*

British American  
Tobacco

*"Information shared was beyond my expectations, excellent; lots of new information that was valuable."*

Europol

*"Clear structure, well timed & important key points covered"*

Capital One

*"Interesting mixture of subjects spoken about, lots of to-the-point information to take away with me. Well done."*

HBOS

There will be refreshment breaks in the morning and afternoon.  
Lunch will be at approximately 13.05 for one hour depending on the schedule.

08.15	<b>Registration and coffee</b>
08.40	<b>Chairman's welcome and opening remarks</b>  <b>Regional legal briefings</b> All briefings will cover the following areas: <ul style="list-style-type: none"><li>• Regional overview – hot spots and problem areas</li><li>• How the legal landscape may change and what you need to do to ensure your vetting remains lawful</li><li>• Reference checking – processes and principles</li><li>• Verification and authenticity of documents</li><li>• Checking and validating criminal history</li><li>• Accessing information regionally – practicalities and useful contacts</li><li>• Data protection issues you must be aware of</li></ul>
08.45	<b>Northern Europe: Denmark, Finland, Norway, Sweden</b> <b>Jean-Francois Gerard</b> Partner, Freshfields Bruckhaus Deringer, Belgium
09.45	<b>Western Europe: UK, Ireland, Belgium, France, Germany, Netherlands</b> <b>Dan Cooper</b> Partner, Covington & Burling, UK
10.15	<b>Coffee</b>
11.05	<b>Eastern Europe: Bulgaria, Czech Republic, Hungary, Poland, Romania, Russian Federation, Slovakia, Ukraine</b> <b>Bartlomiej Raczkowski</b> Partner, Bartlomiej Raczkowski Kancelarai Prawa Pracy, Poland
12.05	<b>Southern Europe: Portugal, Italy Spain, Greece</b>
13.05	<b>Lunch</b>
14.00	<b>Case study</b> Impact of multinational business requirements on EU background checking practices
14.30	<b>Case study</b> The candidate experience: What can employers learn? <b>Charles Thomas</b> Director, Kroll, UK
15.00	<b>Interactive session</b> Latest scams and fraudulent documentation to look out for <b>Paul Leadbeater</b> Director of Security and Information Compliance G4S, UK
15.30	<b>Tea break</b>
15.50	<b>Case study</b> The role of pre-employment screening in fraud prevention <b>Nick Nuyens</b> Team Leader, Prevention Office, ABN AMRO, Netherlands
16.20	<b>Case study</b> Gathering and developing intelligence on insider threats <b>Carlos Lowie</b> Manager Investigations, BELGACOM, Belgium
16.50	<b>Panel discussion</b> Best practice in mitigating and managing the risks of employee vetting and screening <b>Michael Whittington</b> Head of Resourcing Governance UKRB, Barclays Bank, UK <b>Gilbert Geudens</b> Director, Risk Management, Carrefour, Belgium
17.20	<b>Chairman's closing remarks and outstanding Q&amp;A</b>
17.45	<b>End of conference</b>

### The City Personnel Group

CPG is the UK industry association set up to promote best HR practice in the financial services sector. It has an international membership drawn from a range of industry sectors.

Associate membership is open to any organisation serving the HR sector within financial services and encompasses

accountancy and consultancy firms, lawyers, regulators, system vendors and trainers.

For further information please contact:  
Lucinda Campbell-Gray on 020 7670 1931  
or [lccgcitypersonnelgroup.co.uk](mailto:lccgcitypersonnelgroup.co.uk)

### The Security Institute

The Security Institute provides a programme that addresses the issue of professional validation for security professionals.

The programme assesses security management experience, academic and vocational qualifications and contributions to the profession. It also establishes an

independent validation board to assess those seeking to attain a grading in the Security Institute.

For further information, contact:  
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