



# Pre-Employment Testing Pitfalls and Procedures

October 24, 2013

Speaking Engagement

## Tired of Rolling the Dice on New Hires?

Let us help you hire the right person for the job!

### The Value of Performing Pre-Placement or Post-Offer Physical Examinations

The pre-placement physical exam and drugs of abuse screening are frequently-performed components of the hiring process adopted by many businesses today. The pre-placement exam provides the employer several distinct benefits, including:

- Medical clearance of the applicant to perform the job safely and effectively;
- Effective means to promote worksite safety, which benefits the employee, fellow employees, as well as the employers;
- Established baseline information concerning OSHA-mandated medical surveillance; and
- Means to help limit future liability regarding work-related injuries and illness.

The Americans with Disabilities Act (ADA) and the EEOC have defined what may and may not be valid uses for such practices. It would be beneficial to understand what is allowable under current Equal Employment Opportunity guidelines. This seminar will address these issues.



The seminar will also focus on the application of pre-employment drug testing within the scope of the federal and state laws. As part of the pre-placement and post-offer examination, functional-based screening tools and an appropriate medical evaluation will also be discussed. Thus, if you are involved in the process of making critical hiring decisions within your company or organization, this seminar will benefit you greatly in making the right choices.

## **Agenda**

7:30 - 8:00 a.m. Registration

8:00 - 8:10 a.m. Introduction - Nicole Anderson and Paul Hansen

8:10 - 9:00 a.m. Pre-Employment Testing Pitfalls and Procedures - Dorraine Larison

9:00 - 9:50 a.m. Pre-Placement/Post-Offer Examinations - Dr. Michael McGrail

9:50 - 10:00 a.m. Beverage Break

10:00 - 10:50 a.m. Functional Pre-Work Screens - Jeff Carlson

10:50 - 11:40 a.m. Discrimination Pitfalls During Pre-Employment Testing - Ron Brandenburg

11:40 - 12:00 p.m. Panel Discussion - All Presenters

[Click here to RSVP for this event by Friday, October 18 to Paul Hansen.](#)

## **Time:**

8:00 a.m. - 12:00 p.m.

## **Location:**



2251 Connecticut Avenue South, Sartell, MN 56377