



**Fisher
Phillips**

Privacy and Security for Employers with a Global Workforce

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Session Overview

1. Digital Nomads
2. Global recruiting
3. Employees located abroad may threaten cybersecurity
4. Employees Outside US may require privacy law compliance
5. Applicants from other countries.
6. China Connections
7. Sensitive Bulk Data Transfer EO
8. New Data Broker Bill
9. Data Localization
10. Global AI Overview

Digital Nomads

- Employees working remotely
- Data Flow Issues
- Security Concerns
- Tax implications



Global recruiting

- HR Location
- Candidate Location
- Global Considerations



Employees located abroad may threaten cybersecurity

- Cybersecurity
- China
- Venezuela



US employees may require compliance with data privacy laws – some states and federal

- California
- Compliance with APRA



Outside US employees may require compliance with data privacy laws

- Data Transfers
- Compliance with GDPR



Applicants from other countries

- Spain Anecdote
- Trolls
- Company not ready to respond



China Connections

- Parent companies in China
- Subsidiaries in China
- Centrally Managed Employee Repositories
- US Employees Protesting



Sensitive Bulk Data Transfer EO

- “Countries of Concern”
 - China
 - Hong Kong
 - Macau
 - Iran
 - Russia
 - Venezuela
 - North Korea



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Sensitive Bulk Data Transfer EO

- EO Itself
- EO Regulations
- EO Rules
- EO Exemptions



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New Data Broker Law

- What is a Data Broker?
- California
- Texas
- Oregon



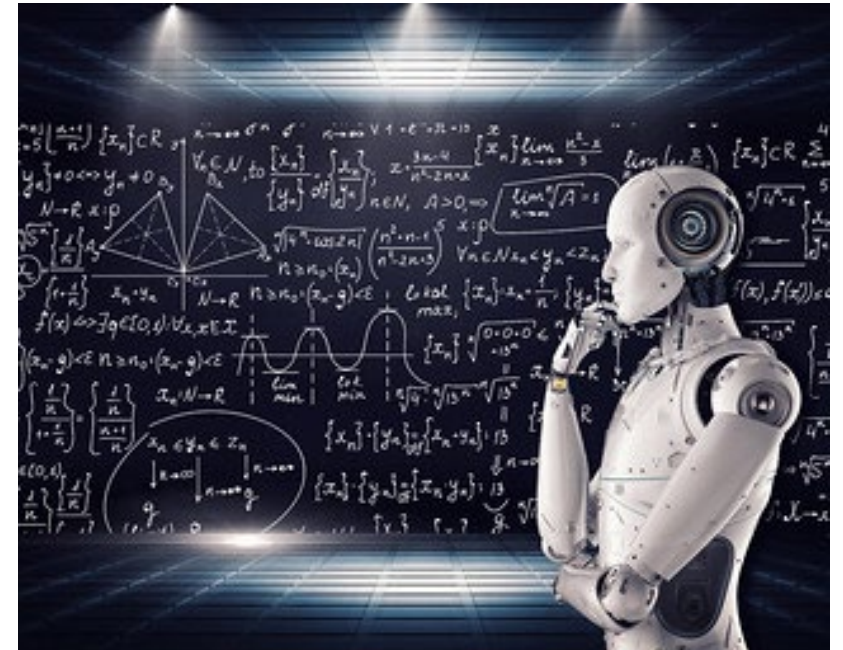
Data Localization

- Ireland
- India
- Economic Impacts



Global AI Overview

- Domestic Employees and AI
- EU AI Act
- Global Considerations
- Bias Analyses



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Questions?

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