



Using Social Media In Employment Screening: Striking it Rich or Striking a Landmine?

by Aaron A. Hessler, Esq.

In 2009, a would-be employee at Cisco shared the following on his Twitter account: “Cisco just offered me a job! Now I have to weigh the utility of a fatty paycheck against the daily commute to San Jose and hating the work.” In response to his tweet, a “channel partner advocate” for Cisco Alert, tweeted “Who is the hiring manager. I’m sure they would love to know that you will hate the work. We here at Cisco are versed in the web.” As the foregoing example illustrates, social media profiles can be a very valuable source of information for employers. However, basing hiring decisions on social media content can also present a risk for employers and can potentially lead to discrimination claims.

In 2015, nearly 50% of U.S. employers used social networking sites and social media in order to research job candidates, up from 39% in 2013. In a Career Builder Survey, 51% of employers in 2013 who used social media to investigate prospective employees obtained content that contributed to the decision not to hire the candidate. While a job candidate’s internet history (including the candidate’s social media footprint) can be an extremely valuable tool to help inform the hiring decision, it is critical to recognize and understand what constitutes permissible content upon which to base a hiring determination versus protected and unusable content in order to avoid liability.

✦ To read the full article, please visit our website: www.wegmanlaw.com

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For more information, or to schedule a lunch-n-learn, please contact Angela M. Lavin, Esq. at (216) 642-3342 or a mlavin@wegmanlaw.com



Notable News

Peter A. Hessler, Esq. was featured in a book recently published, entitled, *Top Lawyers: The Secrets To Their Success* by Worldwide Publishing (2017). Mr. Hessler's article begins with how he knew that he wanted to be a lawyer at the age of 13 and he pursued a legal career because he viewed it (and still does) as a noble profession.

Lesley A. Weigand, Esq. and Rachel E. Lyons, Esq. recently obtained a complete dismissal with prejudice for clients in the Summit County Common Pleas Court who were sued for violations of the Ohio Consumer Sales Practices Act, Breach of Contract, Fraud and Misrepresentation.

On March 6, 2017 **Robert W. McIntyre, Esq.** attended the Board of Director's meeting of the Independent Distributor's Association, an international trade association of over 400 members engaged in the manufacture and distribution of industrial and commercial parts for heavy equipment. The Board meeting was held in conjunction with ConExpo/ConAgg 2017 in Las Vegas. Attorney McIntyre is General Counsel to the Association, and Wegman Law is proud to represent the Association as well as many of its members from around the world.

Wegman attorneys **Robert W. McIntyre** and **David A. Resser** favorably resolved a patent infringement case on behalf of the firm's client in a matter involving multiple patents for diesel engine pistons. The defendant was an international manufacturer and distributor of OEM and aftermarket engine parts and was represented by a Washington DC multi-national firm.

AKRON BASED MANUFACTURER CELEBRATES 75TH ANNIVERSARY!

Living in Northeastern Ohio, many of us are familiar with the term "tool & die" but many of us may not realize exactly what a tool & die business actually does. There are many different tool & die applications, but the spotlight this month is on a family-owned tool & die company in Akron, Ohio. Our client, Akron Tool & Die, Inc., is currently celebrating its 75th year in business in 2017. Located on Miller Ave. on the southern side of downtown Akron, Akron Tool & Die specializes in the design and manufacture of extrusion dies for the thermoplastics, food, rubber and chemical industries. In addition to its design manufacturing capabilities, it also provides machine services to many different OEMs, particularly in the packaging and converting industries. Akron Tool & Die maintains an extensive machine base of wire EDMs, surface grinders, CNC mills and lathes. Many of the daily household products you use or consume are manufactured using dies designed and manufactured by Akron Tool & Die.

Akron Tool & Die was founded by Robert Magee and today employs two of his children: Michael Magee as President and Chief Operating Officer and William Magee as a machinist. Quality and attention to detail keep customers coming back and have allowed Akron Tool & Die to expand its business operations to include Diamond America Corporation, a designer and manufacturer of extruders for "cold feed" applications (materials processed at 250°F and below) as well as custom extruders for the thermoplastics industry (materials processed at 300°F and above). Cold feed applications include food, rubber and in particular chemicals, including the mixing and conveying of chemical catalysts utilized in the petroleum refining, pollution control and water filtration industries.

The development of the Diamond America extruder lines necessitated the creation of a separate corporate structure which led to the formation of Akron Specialized Products, Inc., the parent organization of both Akron Tool & Die and Diamond America. Lesley A. Weigand, Esq. and George L. White, Esq. of Wegman Law have proudly represented Akron Specialized Products regarding all aspects of its varied business, from international transactions to contractual matters and everything in between.

