

Human resources play a crucial role in determining business strategy.

Comprising more than 100 lawyers, Mayer Brown's global employment & benefits team advises on the full range of employment law issues, both contentious and non-contentious, from recruitment to termination to restructuring, and all matters in between. Our international practice is renowned for steering clients through complex, multi-jurisdictional legislation and for delivering shrewd commercial advice.

We operate in the world's principal financial centers—in the US, Europe, Asia and the Middle East—and collaborate with a carefully nurtured selection of internationally experienced lawyers in other countries with whom we have worked closely for many years.

Our advice extends from proactively anticipating and avoiding issues to navigating and resolving matters once they become concerns.

Our strengths in employment law include employment counselling, employment litigation, employee benefits, executive compensation, global restructuring, outsourcing of human capital, employment and severance agreements, pensions plans, including fiduciary duties of employers and plan trustees, employee stock ownership and other incentive-based compensation, labour relations and union matters.

We advise on employment-related topics such as HR regulation, risk management and compliance, personal data privacy, the use of social media in the workplace, global employee mobility, diversity and inclusion, immigration, mediation, arbitration and litigation.

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# Background Checks

## Traffic Lights


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|---------------------------------------|------------|----------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|------------|------------|--------------|------------|------------|----------------------|---------------------------------------|
| Education and past employment records | Standard   | Standard       | Standard   | Standard   | Unusual    | Standard   | Unusual    | Standard   | Standard   | Standard   | Standard   | Standard    | Unusual    | Standard   | Standard     | Unusual    | Standard   | Standard             | Education and past employment records |
| Criminal records                      | Unusual    | Unusual        | Unusual    | Standard   | Unusual    | Unusual    | Unusual    | Prohibited | Unusual    | Unusual    | Unusual    | Unusual     | Prohibited | Prohibited | Prohibited   | Prohibited | Prohibited | Unusual              | Criminal records                      |
| Credit/financial checks               | Prohibited | Unusual        | Prohibited | Unusual    | Unusual    | Prohibited | Unusual    | Unusual    | Prohibited | Unusual    | Prohibited | Unusual     | Prohibited | Prohibited | Unusual      | Prohibited | Unusual    | Standard             | Credit/financial checks               |
| Health checks/medical screening       | Unusual    | Unusual        | Unusual    | Standard   | Unusual    | Unusual    | Unusual    | Unusual    | Unusual    | Unusual    | Unusual    | Unusual     | Prohibited | Unusual    | Unusual      | Prohibited | Unusual    | Unusual              | Health checks/medical screening       |
| Social media/internet search          | Standard   | Standard       | Standard   | Unusual    | Unusual    | Standard   | Unusual    | Unusual    | Unusual    | Standard   | Unusual    | Unusual     | Unusual    | Unusual    | Standard     | Prohibited | Unusual    | Unusual              | Social media/internet search          |
| Fingerprinting                        | Unusual    | Prohibited     | Prohibited | Unusual    | Prohibited | Prohibited | Prohibited | Unusual    | Unusual    | Unusual    | Unusual    | Prohibited  | Prohibited | Unusual    | Unusual      | Prohibited | Unusual    | Unusual              | Fingerprinting                        |
| Handwriting                           | Unusual    | Prohibited     | Unusual    | Unusual    | Prohibited | Unusual    | Unusual    | Unusual    | Prohibited | Unusual    | Unusual    | Prohibited  | Prohibited | Unusual    | Unusual      | Unusual    | Unusual    | Unusual              | Handwriting                           |
| Union membership                      | Prohibited | Prohibited     | Prohibited | Prohibited | Prohibited | Prohibited | Prohibited | Prohibited | Prohibited | Prohibited | Prohibited | Prohibited  | Prohibited | Prohibited | Prohibited   | Prohibited | Prohibited | Prohibited           | Union membership                      |
| Political views                       | Prohibited | Prohibited     | Prohibited | Prohibited | Prohibited | Prohibited | Prohibited | Prohibited | Prohibited | Prohibited | Prohibited | Prohibited  | Prohibited | Prohibited | Prohibited   | Prohibited | Prohibited | Prohibited           | Political views                       |
| Drug and alcohol testing              | Unusual    | Unusual        | Unusual    | Standard   | Unusual    | Unusual    | Prohibited | Unusual    | Unusual    | Unusual    | Unusual    | Prohibited  | Prohibited | Unusual    | Unusual      | Prohibited | Unusual    | Unusual              | Drug and alcohol testing              |

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