

**Critical Information Employers Need to Know About the EEOC's  
Investigation on Kroger's Hiring Practices**

***Presented as a fast paced yet informative one hour WEBINAR presented on  
September 28<sup>th</sup> at 11:00AM Central and repeated October 5<sup>th</sup> at 11:00AM Central***

**\$65.00 PER ATTENDEE AND QUALIFIES FOR 1-HOUR OF HRCI CREDIT**

A hearing and speech-impaired applicant recently filed a charge against Kroger for denying employment due in part to the pre-employment questionnaire (deemed a test) meant to gauge a candidate's suitability to a customer service position. The situation calls for a clear understanding of the American Disabilities Act and its amendment.

**WHAT IS COVERED IN THIS WEBINAR?**

- I. The EEOC Investigation of Kroger and the facts thereto**
- II. The Original Americans with Disabilities Act of 1990**
- III. ADA Amendments Act of 2008 (Effective Jan. 1, 2009)**
- IV. What it means to Each Employer who must comply**
  - **The Changes made in the language that broadened the spectrum of the ADA**
  - **The Unchanged measures**
  - **The EEOC proposed legislation**
- V. Risks and Liabilities for not being in compliance**

The crux of the allegations against Kroger is that Kroger has discriminated against a hearing and speech impaired candidate as prohibited by the American Disabilities Act.

The ADA went through many changes in the 2008 Amendment with the broadening of the list of disabilities covered by the ADA and the expansion of the definition of a disability.

The amendments act overturned two key Supreme Court Rulings. The webinar goes into exhaustive detail that is key to an employer's understanding of the act that went into effect on January 1, 2009.

These sessions will be led by Milt Cotter, CEO of CRI ([www.criw.com](http://www.criw.com)), a nationally recognized leader in the Human Resources arena in the government sector and private industry for over 45 years.

***To register online for this webinar, please visit [www.criuniversity.com](http://www.criuniversity.com) click on Register or call Pedro Ruiz, Conference Coordinator, at (800) 328-1940 ext 115.***

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