



Show Notes

Benefits Executive Roundtable

Season 5, Episode 14 –

AI Security and Privacy Protections, AI & Cyber Liability, and Keeping Your Data Safe

Excerpt Presentation Slides From Our AI Lunch & Learn January 25, 2024

Important Notes

- These show notes are a small sampling of the presentation slides from our AI Lunch & Learn Session 3 on January 25, 2024.
- This podcast is a partial recording/excerpts from the full video presentation. Please forgive any audio imperfections and distortions in this podcast.
- The entire video presentation is available on our on-demand platform, the Empowered Education Center, on our website at <https://advancedbenefitconsulting.com/empowered-education-center/>
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Presenters

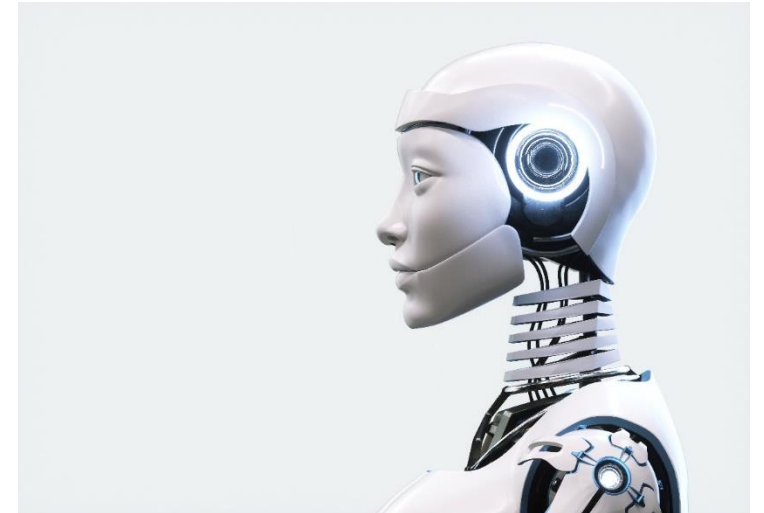


Left to right: Marilyn Monahan, ESQ, Monahan Law Office, Dorothy Cociu, President, Advanced Benefit Consulting, Adriana Mendieta, Eric Barricklow

Common Uses of AI in Human Resources & The Workplace Today in the Future



- Chatbots
 - ChatGPT(GPT = Generative Pre-trained Transformer)
 - Other
 - WatsonX
- Auto complete or auto-correct features in documents, email, phones
- Smart Technologies that source talent, screen applicants and manage candidate databases
- AI used in determining rewards, pay increases, bonuses, without the human emotions



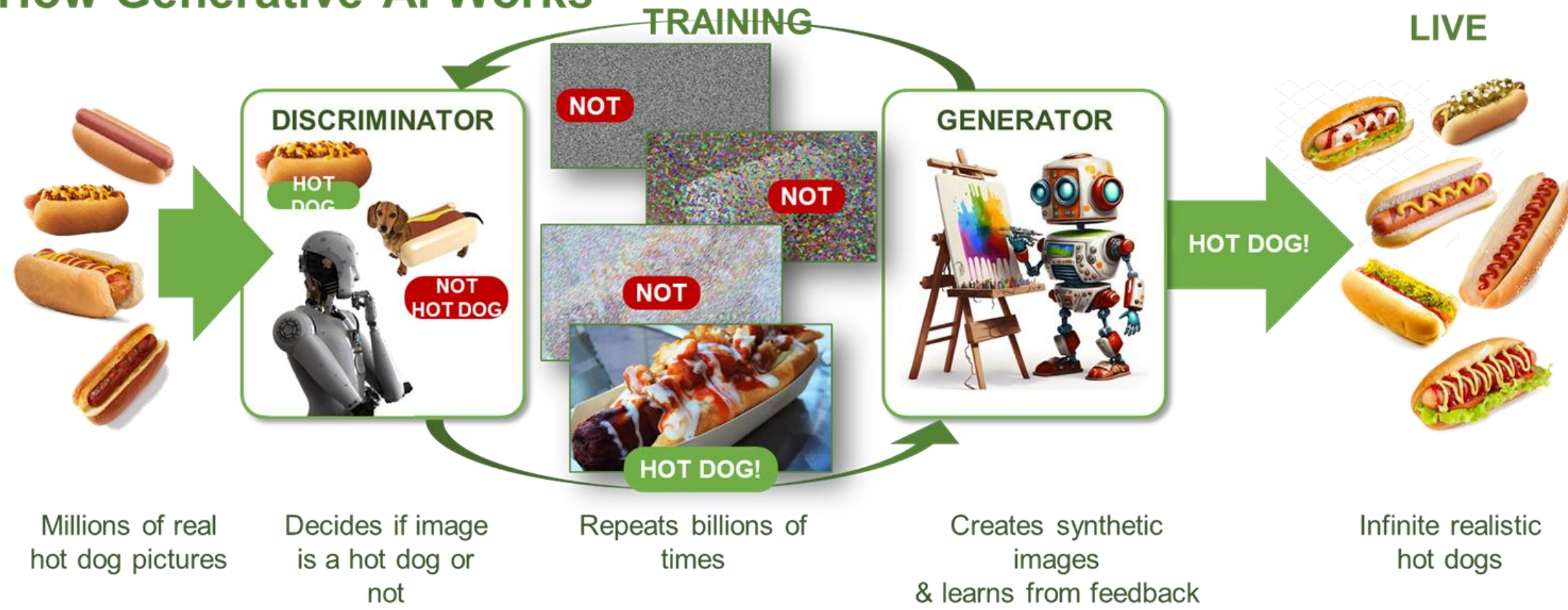
“Professionals who source IT developers, UI/UX designers and other technical roles often use tools such as LinkedIn and GitHub to find and engage with potential candidates,” Dolgov said. “With the help of AI, these professionals can generate customized sequences of messages and communications for each candidate, helping to improve engagement and response rates. Additionally, AI can be used to track and analyze conversion rates, allowing recruiters and hiring managers to identify and refine their most successful outreach strategies.”

Aleksander Dolgov, co-founder and chief people officer of Skipp



How Does Generative AI Work?

How Generative AI Works



Top AI Risks



- Bias and unfairness
 - Bias in data sets
 - Unintended bias in algorithm
 - Unintended bias due to “constraints” placed on AI model
- Discrimination
 - Above biases can lead to discrimination against certain groups of users based on unacceptable criteria
- Explainability and Transparency
 - A lack of transparency in the model can make it difficult to discern the reasons WHY bias or discrimination may be occurring
- Hallucinations
 - AI models may perceive patterns or objects that are non-existent or imperceptible to humans which can lead to nonsensical or inaccurate outputs



Example Procurement / Approval Process

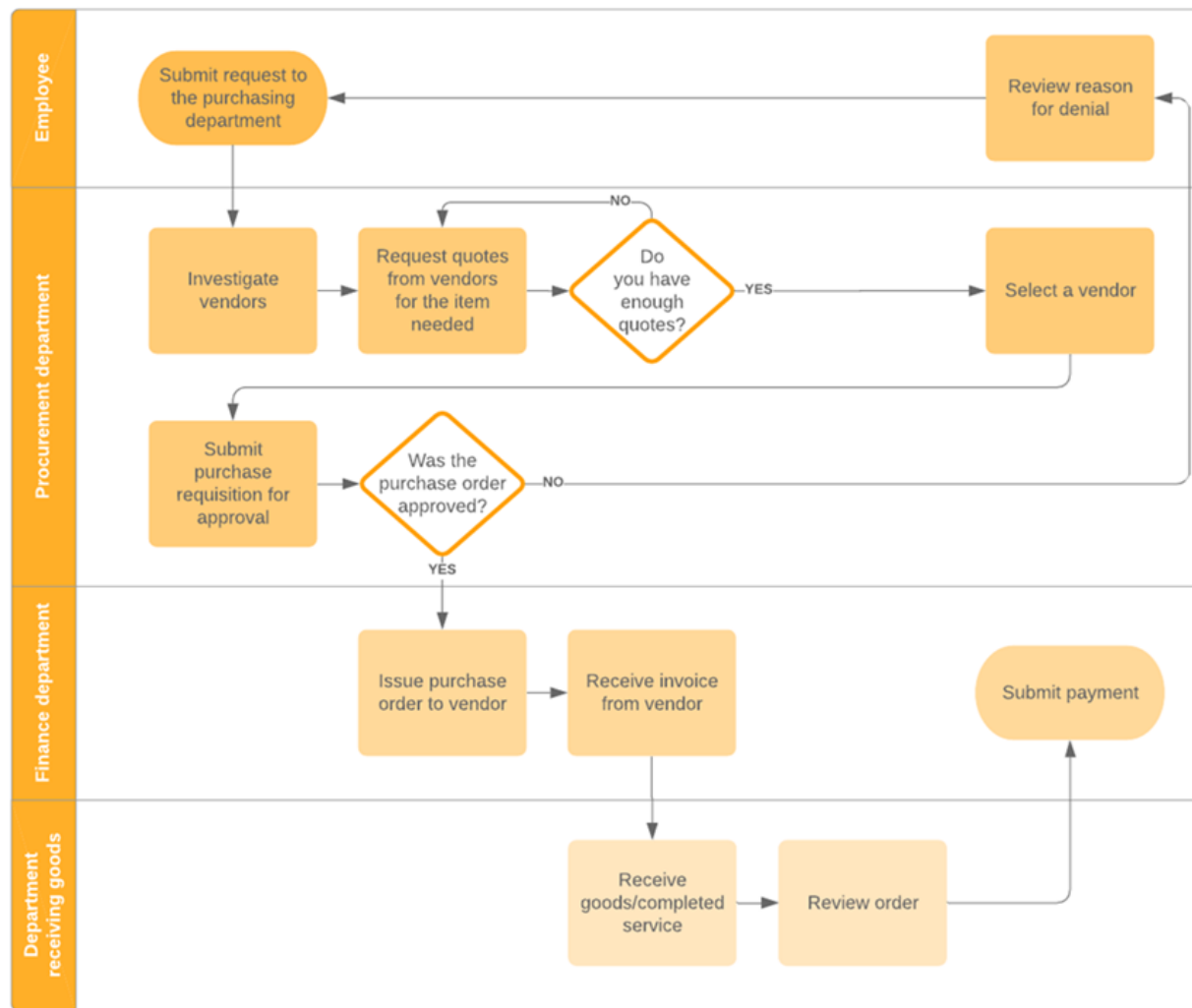


Organizations may lack rigor in the procurement/approval process for AI powered tools

Insufficient vetting procedures to ensure strategic alignment, ethical considerations, etc

- Usage (need) review
- Legal review
- Cybersecurity review
- Technical review

Does AI Tool align with business' values and regulatory obligations?





How Can You Confirm AI-Generated Content for Accuracy?



Check for Coherence and Relevancy: Analyze the flow of the content to ensure consistency and tone. This is crucial for maintaining relevance.

Look for Context: Examine the content for contextual cues. Understanding the context helps in evaluating the accuracy of the information presented.

Verify Data, Stats, and Figures: Fact-check the data, statistics, and figures mentioned in the content. This step ensures the reliability of the information provided.

Use AI Verification Tools: Leverage AI verification tools designed to authenticate AI-generated content. Various tools offer unique features for this purpose.

Detect AI-Generated Content: Employ tools that detect AI-generated content. Some platforms provide services to analyze text and assign a detection score, indicating the likelihood of AI involvement.



Internal Resources (HRIS - typically used by HR organizations)



HR Technology Landscape Infographic



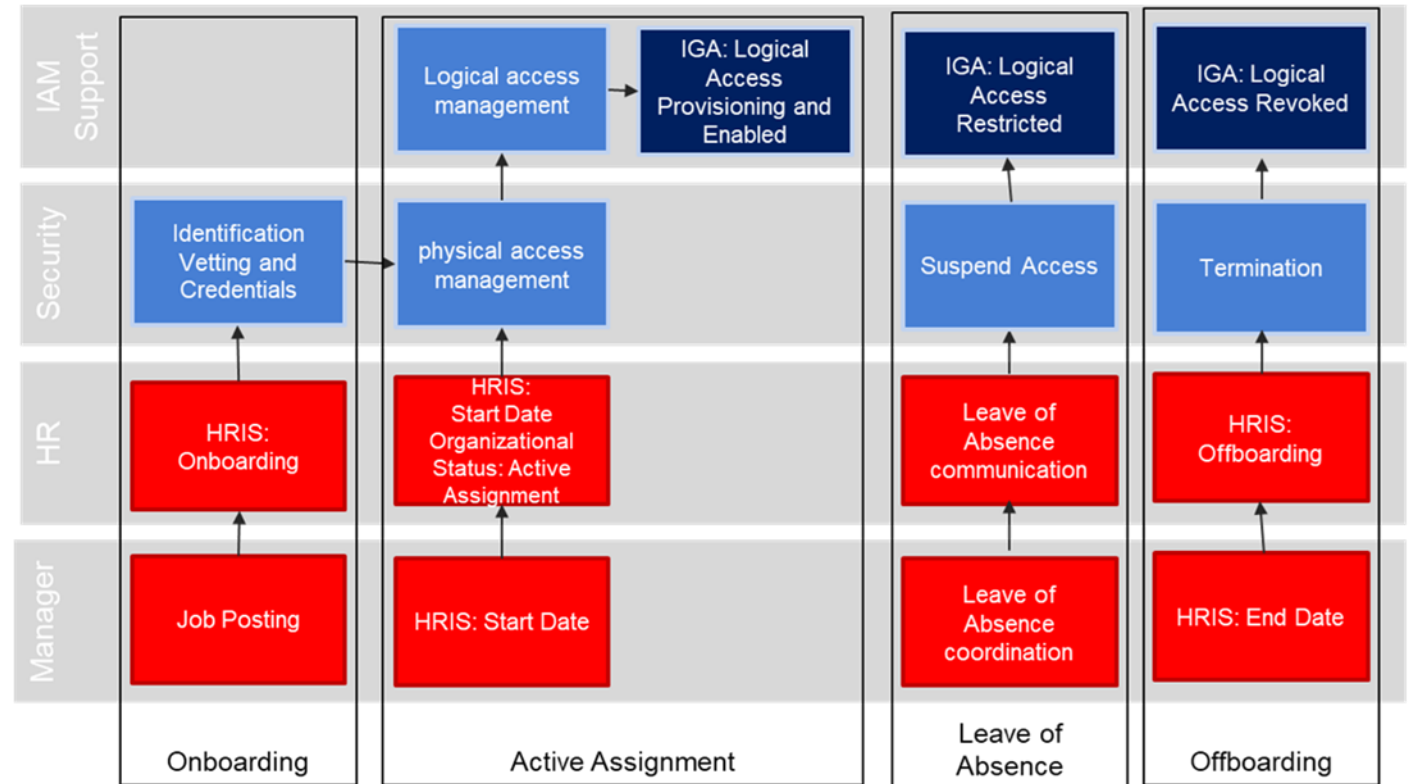


Workflow and Production



- Recruitment and Hiring
- Job Posting
- Candidate Screening
- Shortlisting
- Interview Scheduling
- Job Offer
- Onboarding
- Verify documents
- Training
- Administrative tasks
- Badge, equipment, Identity provisioning
- Benefits Administration
- Payroll processing
- Records Manage
- Performance Management

Sample Employee Identity Life Cycle - High Level IT Perspective



Do You Need AI and Cyber Liability Insurance Policies in Place Before Using AI?



A. Breach Detection:

- i. Discovery Source.*
- ii. Policy Perks.*

B. Incident Response

- i. Notifications (internal)*
- ii. Engage Counsel and Enforce Privileges.*

C. Forensics

- i. Incident Response vs. Crisis Management*
- ii. Negotiate / Ransomware*
- iii. Network Coverage*
- iv. Exfiltration / Analysis*
- v. Privacy Law Applied*
 - a. HIPAA*
 - b. GLBA*
 - c. CCPA*
 - d. PCI*
- vii. Data Recovery & System Restorations*
- viii. Equipment Destruction / Bricking*

D. Breach Response

- i. Notifications & Resources to impacted parties.*
- ii. ID Theft | Optionally or Legally*

E. Regulatory Investigations

- i. Reporting to agencies & enforcements*
- ii. Fines & Penalties*
- iii. PCI*

F. PCI (Payment Card Industry)

- i. Third Party*
- ii. PCI Fines*

G 3rd Party

- i. Liability*
- ii. Lawsuits | Civil & Class Action*
- iii. Vicarious*

Legal Notice/Disclaimer

- The information provided during this program does not constitute legal advice. In addition, this program only provides a summary of certain complex and always evolving laws and regulations. Attendees should consult their legal counsel for guidance on the application and implementation of the many federal and state laws that impact employee benefit plans, including the topics discussed during this program.

Questions?

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Questions?

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