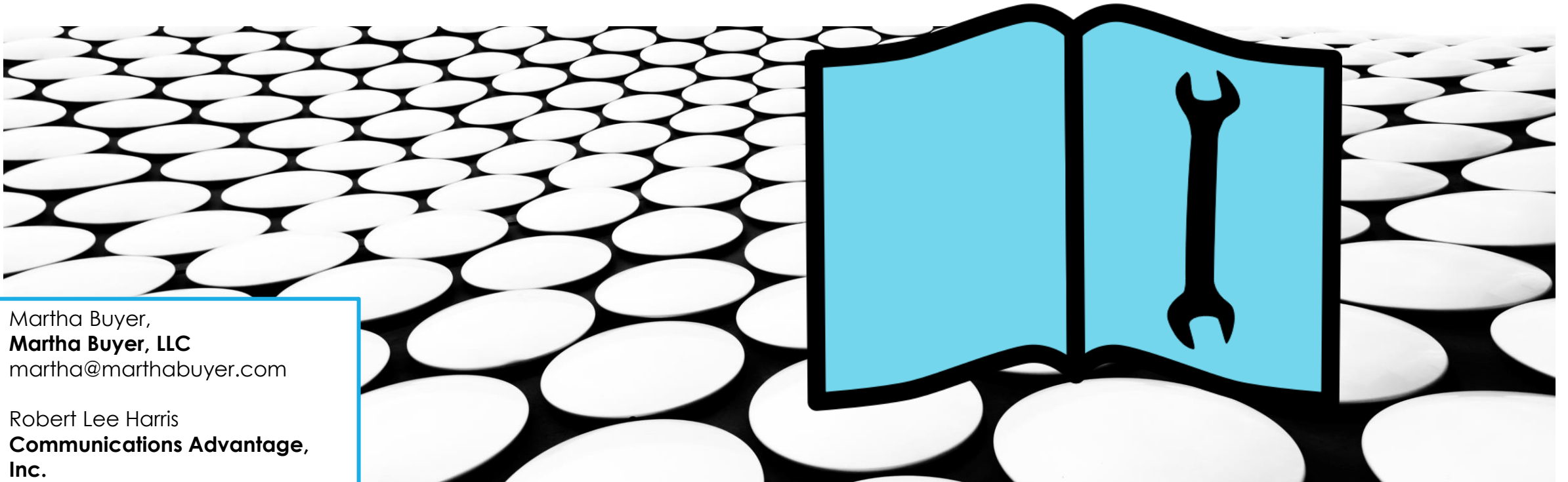

AN EMPLOYEE MANUAL FOR YOUR ARTIFICIAL WORKFORCE

BY ATTORNEY MARTHA BUYER & ROBERT LEE HARRIS



Martha Buyer,
Martha Buyer, LLC
martha@marthabuyer.com

Robert Lee Harris
**Communications Advantage,
Inc.**

robert.harris@comadvantage.net

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INTRODUCTION

Martha Buyer



Attorney specializing in technology, regulatory matters and contract negotiation.

**AKA Today as
“Singular Inc. HR
Manager”**

Robert Lee Harris



President of
Communications
Advantage, Inc.

**AKA Today as
“Robbie the Robot”**

THE PIRATE CODE



CONSUMER PROTECTION AND SAFETY

“Our data analytics show that redheaded men in Indiana are most likely to use our lawn equipment unsafely”



KEY CONSIDERATIONS

- What is the source of the data?
- How valid is the data itself
- How valid is the source of the data?
- How are factors used weighted?
- WHAT IS THE QUESTION THAT I'M ASKING?
 - Does the provider understand what I'm asking?



EMPLOYEE PRIVACY

Brandon “likes” Lisa



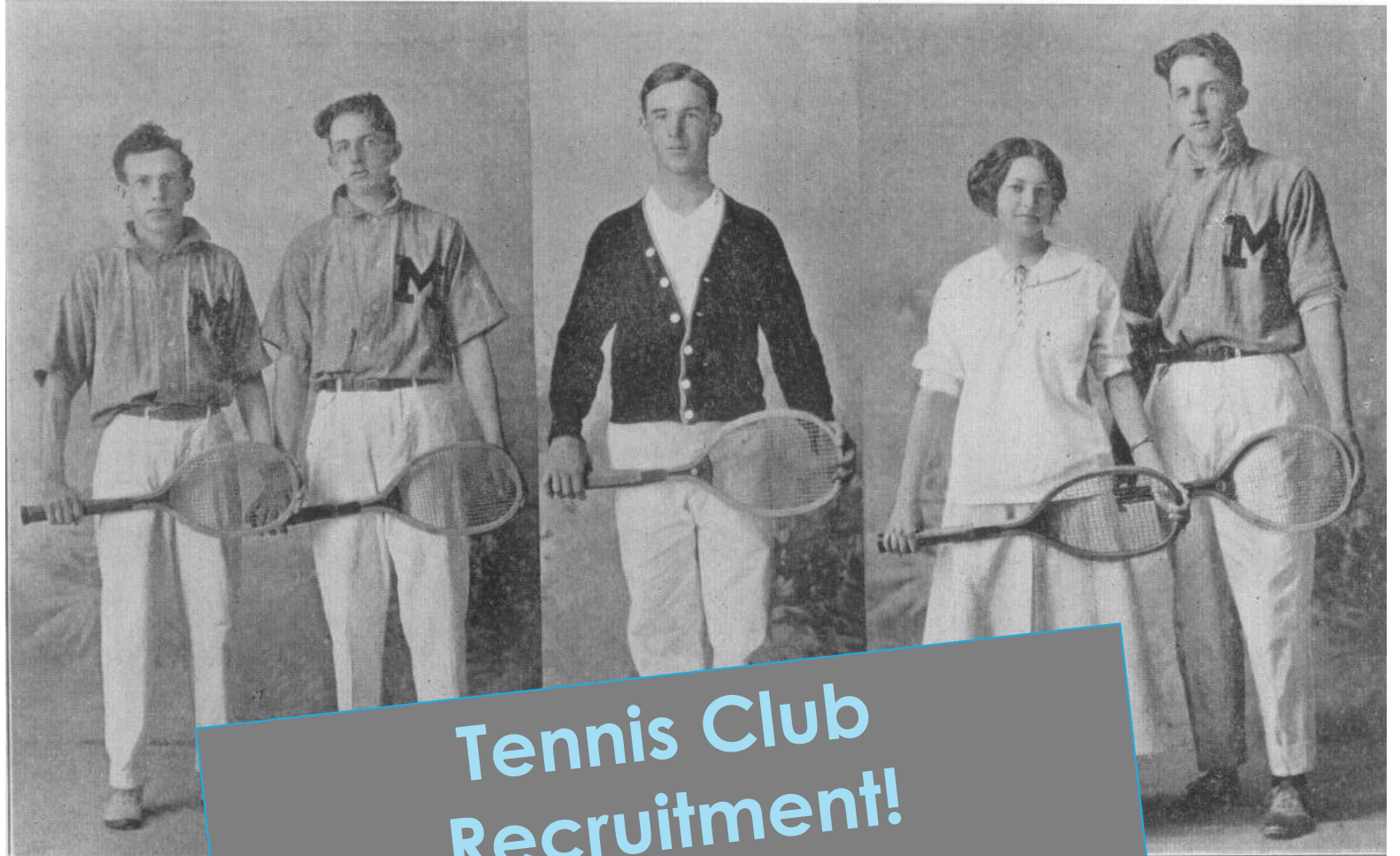
ACCESS QUESTIONS



- Are the right elements being measured?
- Who, and what applications, have access the data?
- Will ongoing monitoring take place?
 - Who has access?
 - What applications have access?
 - How will the monitoring be done?
 - Will it be systematic and regularly scheduled?

DISCRIMINATION

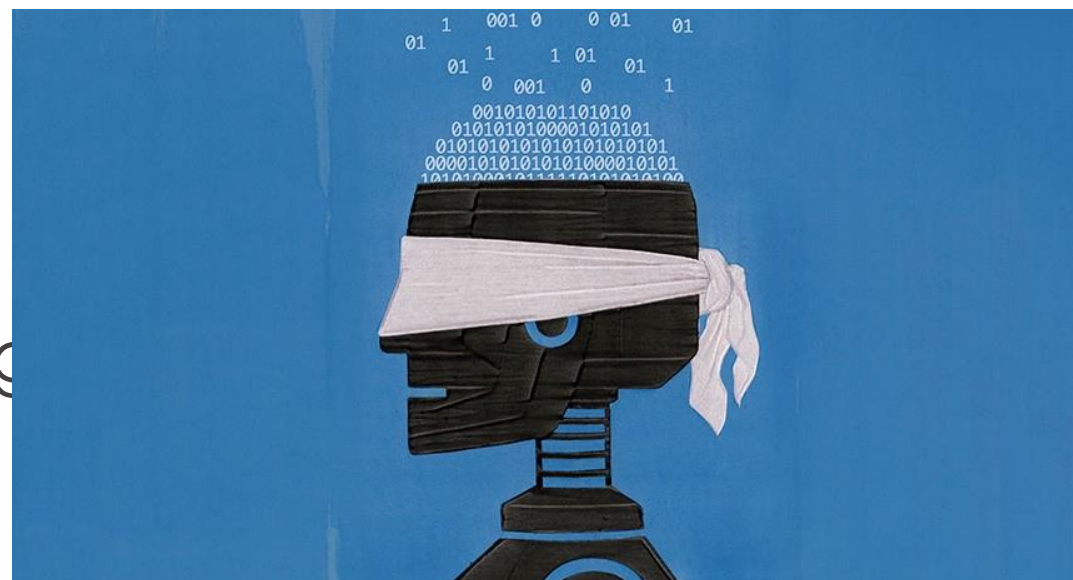
Selective disclosure
of information in the
workplace



**Tennis Club
Recruitment!**
(Players with non-
wooden rackets
preferred)

MONITORING OUTCOMES

- How will results be screened, remembering that AI and Machine Learning outcomes have no common sense?
- Who will have a seat at the table?
HR? Legal? Who else?
- How will the enterprise manage bad outcomes?
 - This requires careful preplanning
 - How will liability be managed?



UNINTENTIONAL BIAS



Why is every candidate for
this job over six feet tall?

BIAS IN AI



- Where does liability fall when bad decisions are made based on AI-based outcomes and damage occurs?
- How will upgrades and enhancements be monitored and scheduled?

REMEMBER...





ONE MORE THING...

<https://mashable.com/video/google-super-bowl-commercial-loretta/>



THANK YOU!



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