



²⁰²⁵ Offboarding Palooza!

Delivery Driver Misconduct:

**A Mock Hearing Based
on Current Events**

EQUIFAX®

Today's Moderator



Joseph Giovannoli

Appellate Manager

Unemployment Operations

Thanks For Joining Our Webinar



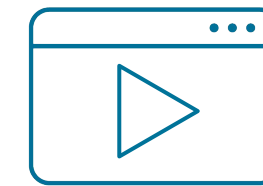
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Questions?





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Recording

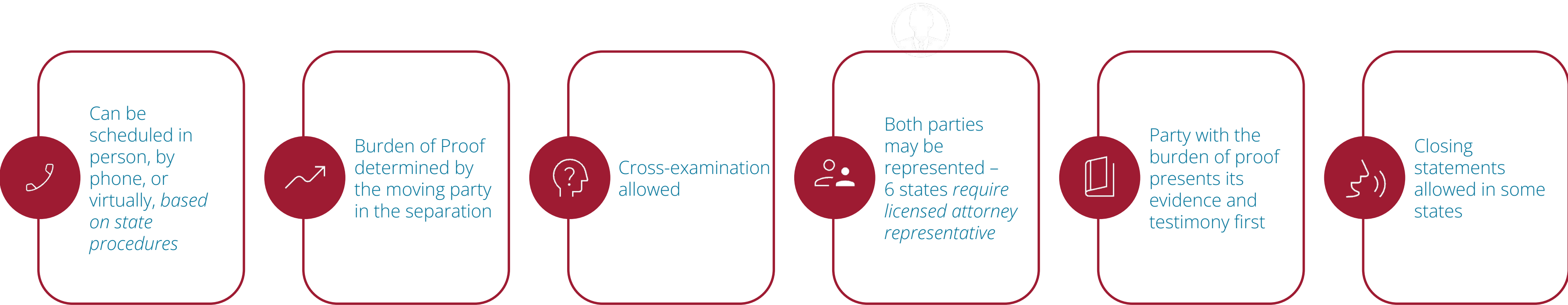
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Unemployment Hearing Procedure



Burden of Proof (typical discharge)

Employer must prove
a deliberate violation
or disregard of
reasonable policies

Claimant's Evidence



- Employer's Evidence
- Documentation
- Witness Testimony

Hearing Preparation



Hearing Representatives Help:



- Hold **prep sessions**
- **Explain** the hearing procedure
- Examine and **advise on the evidence** necessary to prove the employer's case
- **Advise witnesses** regarding testifying in hearings
- **Prepare witnesses** for direct examination
- Prepare for potential **cross-examination** questions
- **Submit evidence** for submission during the hearing

The Hearing



Today's Mock Hearing Cast



Josh Burrows
Appellate Manager
Equifax Workforce Solutions



Lucie Hengen
Appellate Specialist
Equifax Workforce Solutions



Peggy Leight
Appellate Specialist
Equifax Workforce Solutions



Karen Stonebraker
Appeal Board Review Specialist
Equifax Workforce Solutions



Dawn Gibson
Appeal Board Review Specialist
Equifax Workforce Solutions

Placeholder for Video 1

Video to be loaded directly to
ON24 system and played from
the Elite Studio



Placeholder

Poll to be built
directly in the
ON24 system

Is it necessary to have someone from human
resources appear as a witness in every hearing?

Yes

No

I Don't Know

Placeholder

Results to be shown directly in the ON24 system

RESULTS

Yes

No

I Don't Know

Placeholder for Video 2

Video to be loaded directly to
ON24 system and played from
the Elite Studio



Placeholder

Poll to be built
directly in the
ON24 system

Will it hurt the employer's case
if they do not submit the videos?

Yes

No

I Don't Know

Placeholder

Results to be shown directly in the ON24 system

RESULTS

Yes

No

I Don't Know

Placeholder for Video 3

Video to be loaded directly to
ON24 system and played from
the Elite Studio



Placeholder

Poll to be built
directly in the
ON24 system

Is it important for the employer to interview
the claimant before ending the employment?

Yes

No

I Don't Know

Placeholder

Results to be shown directly in the ON24 system

RESULTS

Yes

No

I Don't Know

Placeholder for Video 4

Video to be loaded directly to
ON24 system and played from
the Elite Studio



Placeholder

Poll to be built
directly in the
ON24 system

Is it appropriate for the hearing rep to
continue objecting to the questions after
already having been overruled once?

Yes

No

I Don't Know

Placeholder

Results to be shown directly in the ON24 system

RESULTS

Yes

No

I Don't Know

Placeholder for Video 5

Video to be loaded directly to
ON24 system and played from
the Elite Studio



Placeholder

Poll to be built
directly in the
ON24 system

Do you think the hearing officer will rule for
the claimant or the employer in this case?

The Claimant

The Employer

Placeholder

Results to be shown directly in the ON24 system

RESULTS

The Claimant

The Employer

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Q&A Session



Next Steps

1

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