



## AZilg 17<sup>th</sup> Annual Compliance Conference

### Thursday, November 13, 2014

### Friday, November 14, 2014

Desert Willow Conference Center; 4340 East Cotton Center Blvd.; Phoenix, AZ 85040

<http://www.desertwillowconferencecenter.com/home/>

**Theme: “2014 EEO/AA COMPLIANCE- Home Run or Strike Out!”**

#### Thursday - November 13, 2014

Start	End	Topic	Presenter(s)
12:30 pm	1:00 pm	<b>Registration &amp; Welcoming Remarks</b>	<b>Gail S Weidman, President, AZilg</b>
1:00 pm	3:00 pm	<b>AAP Cross-Fit: Helping with the heavy lifting of the new regulations</b> Availability/Utilization Analysis - Section 503 and the new utilization goal. Transaction Analysis and Adverse Impact - VEVRAA's new hiring goal, Compensation Analysis, Regression and the new EPR.	<b>SPEAKER:</b> Phil Akroyd, Biddle Consulting Group, Inc. - Folsom, CA
3:00 pm	4:00 pm	<b>503 Best Practice with Audio Enablement of Career Content</b> This presentation will demonstrate the ease and simplicity of deploying 503 Best Practice accommodation using Audioeye web accommodation technology.	<b>SPEAKER:</b> Dan Sullivan, Professional Diversity Network

**4:30 – 7:00 pm**

**Wine & Cheese Network with Speakers/Presenters/Exhibitors**

Location: Homewood Suites by Hilton – 4750 E. Cotton Blvd  
Phoenix, AZ 85040 - Tele: 602-470-2100

***NOTE: Hotel is approx. 3-4 blocks from the conference Center***

#### Friday - November 14, 2014

Start	End	Topic	Presenter(s)
7:00 am	8:00 am	<b>Registration</b>	<b>AZilg</b>
8:00 am	8:15 am	<b>Welcoming Remarks</b>	<b>Gail Weidman, President, AZilg</b>
8:15 am	9:15 am	<b>A Survey of Test Discrimination: Still Enforcement Relevant</b> How a test or selection discrimination claim is developed – triggered statistically, despite all examinees being treated equally on the test & how contractors can avoid a test discrimination claim.	<b>SPEAKER:</b> Dr. Richard Fischer, Former OFCCP Testing Guru - Washington DC

9:15 am	9:45 am	<b>BREAK – Exhibitor Networking</b>	<b>Exhibitor Bingo Card Game</b>
9:45 am	10:45 am	<b>5 Compliance Tips You Needed to Know Yesterday</b> SourceCast will uncover five essential industry tips, ultimately preparing you for the new changes in VEVRAA, Section 503, and the inevitable audits to come.	<b>SPEAKER:</b> Lilly Shokrai, Director, SourceCast - Reston, VA
10:45 am	11:45 am	<b>New Directions in Pay Audits: Steering and Directive 307</b> Discuss two recent methodological shifts in OFCCP pay audits – steering and Directive 307 – and their implications for the way that pay audits will be conducted.	<b>SPEAKER:</b> Dr. Rob Speakman, Welch Consulting Service - Bryan, Texas
11:45 am	1:15 pm	<b>LUNCH &amp; KEYNOTE – Motivational Speaker-Dr. Richard Pimentel</b> <b>Shattering Myths about IWD’s in the Workplace</b> – Author of the highly acclaimed Windmills program designed to change the attitudes of supervisors who hire and promote employees with disabilities.  <i>*Luncheon &amp; John A. Garza Lifetime Achievement Award</i>	<b>SPEAKER:</b> Dr. Richard K. Pimentel, Author: Windmills Program - Granada Hills, CA
1:15 pm	2:15 pm	<b>What has happened since 3/24/14 - Updates</b> What are OFCCP’s audit findings looking like? Those “no, no” trends OFCCP are noticing.	<b>SPEAKER:</b> Marvin Jordan, District Director, OFCCP - Phx/Las Vegas
2:15 pm	2:45 pm	<b>BREAK – Exhibitor Networking</b>	<b>Exhibitor Bingo Card Game</b>
2:45 pm	3:45 pm	<b>LGBT Anti-Discrimination and Pregnancy Guidance</b> LGBT - a diversity of sexuality and gender identity-based cultures. Contractors must not discriminate based on LGBT status or sexual identity. Where does your company stand? What about Pregnancy issues in your company? Practical Guidance straight from EEOC!	<b>SPEAKER:</b> Mary Jo O’Neill, EEOC Regional Attorney – AZ, NM, CO, UT
3:45 pm	4:45pm	<b>Hitting a Home Run in Indian Country</b> Discuss seldom the seldom used regulations of 41 CFR 60-1.5(a)(7) “Working on or Near Reservations” and 41 CFR 60-2.16(f) “Placement Goals” and how your company can benefit how best to apply these regulations to its federal contractor obligations. Thoroughly answer questions and dispel any myths about working with our American Indian tribes and organizations.	<b>SPEAKERS:</b> Theresa Lujan, OFCCP Indian and Native American Employment Rights Program  Cherrie Martin, EEOC Phoenix District Office’s State & Local Program Manager & Tribal Employment Council
4:45 pm	5:00 pm	<b>Raffle/Closing</b>	<b>Gail Weidman, AZilg President</b>