



2019 Fall Compliance Conference

Audits are underway, changes to scheduling letters have been proposed and OFCCP continues to issue new directives and guidance. So, what can contractors expect in 2020? With an election year looming and the possibility of still more change, contractors need to expect the unexpected. In addition, the EEOC now has a quorum and can be expected to act on a number of important issues affecting employers.

Meanwhile, many states are jumping ahead of federal government to act with new laws on pay equity, sexual harassment, paid sick leave, paid family leave and more.

To be prepared for what is likely to be a very active 2020, join The Institute at our annual Fall Conference.

November 13 (Day 1)

8:00- 8:30	REGISTRATION, BREAKFAST, & NETWORKING
8:30- 8:45	Conference Welcome and Introductions
8:45-9:30	Washington's Insiders: What's new with the Department of Labor, OFCCP and EEOC – <i>David Cohen, David Fortney, Mickey Silberman</i>
9:30-10:00	503 and VEVRAA Focused Reviews are Here, What Do You Need to Know? – <i>Valerie Hoffman; Chris Wilkinson</i>
10:00-10:15	BREAK AND NETWORKING
10:15-11:00	Institute Advisory Board Panel – Central Accommodations Best Practices – <i>Nikki Alphonse, Institute Advisory Board Chair; Laura Davis, Institute Advisory Board. Moderator: Michelle Duncan</i>
11:00-11:30	Proposed Changes to OFCCP's Scheduling Letters – <i>Laura Mitchell; Chris Wilkinson</i>
11:30-12:00	What is an ERP and should you consider it? – <i>David Cohen; Michelle Duncan</i>
12:00-1:00	LUNCH
1:00-1:45	Talent Acquisition Systems: Past and Future– <i>Chris Gokturk; Institute Advisory Board Member - Frank Torres</i>
1:45-2:30	Important Judicial Decisions: Update on Important Workplace-Related Judicial Decisions, including Rulings addressing LGBT, Harassment, ADEA, and More – <i>Laura Mitchell; Chris Wilkinson</i>
2:30-3:15	Lies, Damn Lies, and Statistics – <i>David Cohen; Chris Gokturk</i>



- 3:15-3:30 BREAK AND NETWORKING
- 3:30-4:30 Updates from OFCCP Director Craig Leen
- 4:30-5:00 Q&A Session with Director Craig Leen and Institute Co-Chairs
- 5:00-6:30 Post-Meeting Networking Reception

November 14 (Day 2)

- 8:00- 8:30 BREAKFAST & NETWORKING
- 8:30- 8:45 Recap from Day One – *Mickey Silberman*
- 8:45-9:30 EEOC Enforcement and Litigation Trends – *Mary Jo O’Neill, EEOC Regional Attorney*
- 9:30-9:45 Setting the Stage for Pay Day – *Laura Mitchell; Chris Wilkinson*
- 9:45-10:15 State Compensation Laws: What’s New in the Pay Equity Patchwork – *Valerie Hoffman; Laura Mitchell*
- 10:15-10:30 BREAK AND NETWORKING
- 10:30-11:15 Updates on OFCCP’s Approach to Compensation – Directive and 2018-05 and the PAG Opinion Letter – *Michelle Duncan; Gary Siniscalco*
- 11:15-12:00 Conducting a Proactive Pay Analysis – *Chris Gokturk, Mickey Silberman*
- 12:00-12:45 LUNCH
- 12:45-1:30 Update on Contemporary OFCCP Enforcement: A view from 2019 Settlement Data Systems – *David Cohen and Dr. Robert (Bob) LaJeunesse, Ph.D., Acting Director of Enforcement and Branch Chief of Expert Services*
- 1:30-2:00 Pay Transparency: What you need to know about Making and Messaging Pay Adjustments – *Michelle Duncan, Gary Siniscalco*
- 2:30-3:00 Public Disclosures: Pressures from Shareholders, Activists, States, International Pressures, and More – *Valerie Hoffman; Mickey Silberman*
- 3:15-3:30 Closing Comments and Safe Travels