



MARCH 21-22, 2018

DAY 1: 8:00 AM TO 5:00 PM
DAY 1: RECEPTION 5:30 TO 7 PM
DAY 2: 8:00 AM TO 3:30 PM

March 21st - OFCCP/EEOC

This OFCCP advanced training session provides detailed updates on the latest settlements and judicial decisions, revised and pending regulations, new executive orders, guidance and enforcement updates.

8:00 to 8:30	Registration and Breakfast
8:30 to 9:30	Washington Insider's Perspective- <i>David Cohen; David Fortney; and Mickey Silberman</i> <ul style="list-style-type: none">• Key DOL, OFCCP and EEOC leadership changes• The Co-Chairs' Meeting with New OFCCP Leadership• OFCCP & EEOC Developments• New Wave of CSALs and Audit Letters• OFCCP Settlements and Litigation Update• Other Key Developments
9:30 to 9:45	Morning Break
9:45 to 10:30	Best Practices for Managing an OFCCP Compliance Evaluation <i>Mickey Silberman and Shafeeqa Watkins Giarratani</i> <ul style="list-style-type: none">• Strategies and priorities for preparing the desk audit submission• Item 19 Compensation submission• Communicating with OFCCP• Knowing when to "hold em" and when to "fold em"• Faculty Role Play
10:30 to 11:00	OFCCP audit strategies after the Oracle and Google ALJ Ruling Implications for Federal Contractors – <i>David Fortney and Gary Siniscalco</i>

11:00 to 11:45	<p>Legal Review of LGBTQ Laws—<i>Valerie Hoffman; Christy Kiely</i></p> <ul style="list-style-type: none"> • EEOC position on LGBTQ as a protected status • Recent federal court rulings • State laws • Employee best practices
11:45 to 12:30	Lunch and Networking – Lunch provided
12:30 to 1:15	<p>Paid leave –<i>David Fortney; Ken Gage</i></p> <ul style="list-style-type: none"> • State and local paid leave laws • Strategies for dealing with patchwork of State and Local Laws • The Paid Sick Leave Executive Order obligations for federal contractors • Pending legislation update
1:15 to 1:30	Afternoon Break
1:30 to 2:15	<p>Big Data and EEO Implications—<i>David Cohen; Valerie Hoffman</i></p> <ul style="list-style-type: none"> • What are “Big Data” • Identifying Big Data EEO Risk Areas • Big Data and Predictive Analytics in Selection • Record Keeping Implications
2:15 to 3:00	<p>Employer Panel—Best practices for Employers after #MeToo Moderator: <i>Christy Kiely</i> Panelists: <i>Chris Liakos, Northrop Grumman and Kim Meyers, Microsoft</i></p>
3:00 to 3:15	Afternoon Break
3:15 to 4:00	Keynote Speaker Presentation – <i>OFCCP Director Ondray T. Harris</i>
4:00 to 4:45	Q&A Session
4:45 to 5:00	Co-Chair Wrap Up
5:30 to 7:00	Post-Meeting Networking Reception - Wells Fargo Museum

March 22nd – Pay Day

Day 2 of our compliance conference provides further advanced material with a full day of detailed discussions of the most significant compensation challenges facing employers.

8:00 to 8:30	Breakfast
8:30 to 9:00	Setting the Stage for Pay Day — <i>David Cohen; David Fortney</i>
9:00 to 9:45	State Pay Equity Laws— <i>Mickey Silberman; Christy Kiely</i> <ul style="list-style-type: none">• Latest on state laws• Pay Groupings Expanding?• Explaining the Entire Wage Differential• Bans on asking for prior pay• Proactive Pay Audit “Safe Harbors”• State Pay Equity Litigation
9:45 to 10:15	Open Forum: Discuss and Exchange Ideas on How Employers Can Adjust to Not Asking for Prior Salary and Providing Wage Scales upon Applicant’s Request— <i>Shafeeqa Watkins Giarratani</i>
10:15 to 10:30	Morning Break
10:30 to 11:30	Panel of Employers discuss proactive pay equity self-audits and Implementation Strategies- Moderator: <i>Mickey Silberman</i> ; Panelists: <i>Sarah Donch, Texas Instruments and Brittany Fisher, Daimler Trucks North America</i>
11:30 to 12:00	Shareholder Wage Gap Analysis— <i>David Cohen; Mickey Silberman</i> <ul style="list-style-type: none">• What is it?• What does it tell us? What does it not?• Why conduct one? Why be careful?• Factors for which to account• Results and interpretation• How to combine with a proactive EEO pay analysis
12:00 to 12:45	Networking Break – Lunch Provided
12:45 to 1:30	Systemic Compensation— <i>David Fortney; Ken Gage</i> <ul style="list-style-type: none">• Title VII standards• Status of Compensation Directive 307• Recent trends, including OFCCP and EEOC Enforcement• How OFCCP is Analyzing Pay using Pay Analysis Groups
1:30 to 2:30	Conducting a Proactive Pay Analysis Part 1— <i>David Cohen; Christy Kiely</i>

- Attorney Client Privilege
- Determining Similarly Situated Groupings
- Pay Factors
- Multiple Regression Analysis

2:30 to 2:45

Afternoon Break

2:45 to 3:15

Conducting a Proactive Pay Analysis – Part 2— *Mickey Silberman; Shafeeqa Watkins Giarratani*

- Making salary adjustments
- Who, what, when of adjustments?
- Timing of adjustments
- Communicating the adjustments

3:15 to 3:30

Q&A Sessions with Co-Chairs

3:30

Adjourn – Safe Travels