



<u>Registration Open - Mon. July 30</u>	<u>Event</u>	<u>Presenter/Organization</u>
9:00 AM - 4:00 PM	National ILG Board Meeting (Invitation Only)	
2:00 PM - 7:00 PM	Registration/Hospitality Desk Open	
<u>PreConference - Tues. July 31</u>	<u>Event</u>	<u>Presenter/Organization</u>
6:30 AM - 7:00 PM	Registration/Hospitality Desk Open	
6:45 AM - 8:15 AM	Breakfast	
<b>BREAKOUT SESSION 1</b> 8:15 AM - 9:45 AM	Workshop 1: <b>Foundations</b> : Fundamentals of AAP Preparation & Analysis	Nicholas Paul (Kairos Services Inc.) and Bill Osterndorf (HR Analytical Services)
	Workshop 2: <b>Higher Ed</b> : Navigating Sex and Gender Non-Discrimination Policies in Higher Education	Dr. Jennifer Stotter, PhD (University of Hawai'i)
	Workshop 3: <b>Contractor Best Practices</b> : Catching the Wave of Apprenticeship Opportunity: Bridging the Inclusion Gap for Individuals and Veterans with Disabilities	Bill Weier (Fives Machining Systems), Kathleen Lee (Cornell University), and Teresa Turner (Synchronized Resources)
	Workshop 4: State, National and Global Pay Audits: Assessing Risk and Developing a Plan of Action	Quenton Kincaid Wright (Charles River Associates) and Cheryl B. Pinarchick (Fisher & Phillips LLP)
9:45 AM - 10:15 AM	Break	
<b>BREAKOUT SESSION 2</b> 10:15 AM - 11:45 AM	Workshop 1: <b>Foundations</b> : The Anatomy of a Compliance Evaluation	Dr. Marika Litras, PhD, Director of Enforcement (OFCCP)
	Workshop 2: <b>Foundations</b> : Wait...that's a Test? Practical Selection 101 for Federal Contractors	Shannon Kobus (Monster Government Solutions) and Joanna Colosimo (DCI Consulting Group, Inc.)
	Workshop 3: <b>Higher Ed</b> : Harvard University—The Status of Affirmative Action in Admissions and Employment	Marilynn Schuyler (Schuyler Affirmative Action Practice) and Dean Sparlin (Sparlin Law Office, PLLC)
	Workshop 4: Diversity, It's More Than just Training and Events, Isn't it?	Dr. Deborah Richardson-Phillips, PhD (FirstEnergy Corp.) and Rosemary Cox (DCI Consulting Group, Inc.)
11:45 AM - 12:45 PM	Networking Lunch	
<b>BREAKOUT SESSION 3</b> 12:45 PM - 2:15 PM	Workshop 1: <b>Foundations</b> : OFCCP and the Use of Statistical Tools	Dr. Robert LaJeunesse, PhD, Branch Chief, Branch of Expert Services (OFCCP)
	Workshop 2: <b>Foundations</b> : Compensation Basics & How OFCCP Audits	Dr. Patrick Nooren, PhD (Biddle) and Katherine Haight (Los Alamos National Laboratory)
	Workshop 3: <b>Higher Ed</b> : Self-Identification in Academic Institutions: Tell Them What They Need to Know	Camille Brooks (UNC Chapel Hill)
	Workshop 4: How to Avoid OFCCP Denial of Access Claims Without Handing Over the Kitchen Sink	Daniel Duff (Jackson Lewis)
2:15 PM - 2:45 PM	Break	
<b>BREAKOUT SESSION 4</b> 2:45 PM - 4:15 PM	Workshop 1: <b>Foundations</b> : Construction and Mega Construction	Theresa Lujan, Director, Mega Construction Project Program (OFCCP)
	Workshop 2: <b>Foundations</b> : Applicant Tracking 101: How to Ensure Compliance & Avoid Big Dollar Claims of Hiring Discrimination	Scott Pechaitis (Jackson Lewis)
	Workshop 3: <b>Higher Ed</b> : It's Academic: Tips for Surviving an OFCCP Audit of Higher Education Institutions	Lynn Clements (Berkshire Associates Inc.)
	Workshop 4: Navigating the Internet Applicant Rule in the Social Media World 2.0	Elizabeth Campbell (Attorney)
	Workshop 5: The Compelling Business Case for LGBTQ+ Diversity	Stan Kimer (Total Engagement Consulting)
<b>NEW ATTENDEE WORKSHOP</b> 4:30 PM - 5:00 PM	First Time Attendees Briefing - Getting the Most from the Conference	Darold Sawyer (Former Chair, NILG Board) and Anthony Kaylin (NILG Board Member)
<b>ILG CHAIR MEETING</b> 4:30 PM - 5:30 PM	OFCCP Meeting with ILG Chairs (Invitation Only)	Ondray T. Harris, Director (OFCCP)
<b>AMBASSADOR MEETING</b> 4:30 PM - 5:30 PM	Conference Ambassador Meeting (Invitation Only)	Stephanie Smet (Human Resources Services) (Logistics Chair)
<b>RECEPTION</b> 4:30 - 6:30 PM	Welcome Reception (Open to All Conference Attendees!)	

<u>Main Conference -</u> <u>Wed. August 1</u>	<u>Event</u>	<u>Presenter/Organization</u>
6:30 AM - 5:30 PM	Registration/Hospitality Desk Open	
6:45 AM - 8:00 AM	Breakfast/Exhibits	
<b><u>PLENARY SESSION</u></b>		
8:00 AM - 8:45 AM	Opening of the Conference	Danielle Mizuno (VSP), Emcee; Sheri Viggiano (Microsoft) and Tabbitha Anderson (T-Mobile), Conference Co-Chairs
8:45 AM - 9:15 AM	OFCCP Keynote Address	Ondray T. Harris, Director (OFCCP)
9:15 AM - 9:45 AM	Break/Exhibits	
<b><u>BREAKOUT SESSION 1</u></b>		
9:45 AM - 10:45 AM	Workshop 1: <b>Higher Ed:</b> Tackling Compensation in Higher Education - How to Conduct EEO Pay Analyses While Minimizing Risk	Stacey Bastone (Jackson Lewis) and Daniel Duff (Jackson Lewis)
	Workshop 2: <b>Contractor Best Practices:</b> Where Are the Candidates? Proven Strategies for Reaching, Recruiting & Retaining Career-Seekers with Disabilities	Leslie Wilson (Disability:IN), Elizabeth Peregrino (Facebook), and Rajeev Pal (Qualcomm)
	Workshop 3: <b>Contractor Best Practices:</b> How to Start and Leverage Diversity Programs and Employee Resource Groups (ERGs)	Chris Rzeppa (Ally Financial)
	Workshop 4: (Re)Building Culture after an EEOC Complaint: How to Address the Aftermath of a Lawsuit and Build a Better Work Environment	Joel Kelly (Jackson Lewis)
	Workshop 5: A Paradox of Equal Employment Opportunity for Federal Contractors	Tammy Daub and Kenneth Gage (Paul Hastings LLP)
	Workshop 6: Overcoming Local Outreach Obstacles	Gary Cowan (America's Job Exchange)
10:45 AM - 11:15 AM	Break/Exhibits	
<b><u>BREAKOUT SESSION 2</u></b>		
11:15 AM - 12:15 PM	Workshop 1: Temp to Perm: Practical Issues and Options for Addressing Outreach, AAP and Other Compliance Risks	Brian Barger (McGuire Woods)
	Workshop 2: <b>Contractor Best Practices:</b> What A Good OFCCP Desk Audit Submission Looks Like	Lance Gibbons (Littler Mendelson) and Valerie Vickers (JP Morgan Chase)
	Workshop 3: <b>Contractor Best Practices:</b> Maximizing Your Employee Self-ID Program	Christopher Liakos and Herb Sims (Northrop Grumman)
	Workshop 4: Just When You Thought Employment Law Couldn't Get Any Stranger...	Cara Crotty (Constangy, Brooks, Smith & Prophete, LLP)
	Workshop 5: An Ex-EEOC and OFCCP Statistician's Perspective on Pay and Adverse Impact Analyses	Dr. Charles McGhee, PhD (PeopleFluent)
	Workshop 6: <b>Foundations:</b> Compliance Assistance as a Tool to Increase Voluntary Compliance	Debra Carr, Director of Policy and Program Development (OFCCP) and Joe Lakis (Center for Workplace Compliance)
<b><u>PLENARY SESSION</u></b>		
12:15 PM - 1:15 PM	Lunch	
1:15 PM - 2:15 PM	Luncheon Keynote Presentation	John Quiñones (ABC News Anchor and Host of "What Would You Do?")
2:15 PM - 2:45 PM	Book Signing by John Quiñones: <i>What Would You Do? Words of Wisdom About Doing the Right Thing</i>	
2:15 PM - 2:45 PM	Break/Exhibits	
<b><u>BREAKOUT SESSION 3</u></b>		
2:45 PM - 3:45 PM	Workshop 1: Moving from Diversity Compliance to Inclusion	Susan Brecher and Judy Young (Cornell University)
	Workshop 2: Treasure or Trap? A Debate on Preparing and Using AAP Analytics	David Goldstein (Littler Mendelson) and Joanna Colosimo (DCI Consulting Group, Inc.)
	Workshop 3: <b>Contractor Best Practices:</b> Attracting, Appreciating, and Retaining Military Veteran Talent	Rob Arndt (RecruitMilitary), Joe Bertagna (RecruitMilitary), Kevin Fitzpatrick (PepsiCo), David Simmons (PepsiCo), and Kevin Berry (PepsiCo)
	Workshop 4: <b>Contractor Best Practices:</b> Accessibility and Accommodations Throughout the Employment Lifecycle	Kathleen Martinez (Wells Fargo & Company) and Martha Artilles (C5 Consulting)
	Workshop 5: A Fresh Look at Harassment in the Workplace -- Results and Recommendations from the EEOC's Study on Harassment	Christine Park-Gonzalez, Deputy District Director (EEOC)
	Workshop 6: OFCCP Civil Rights Panel	Beverly Dankowitz, Associate Solicitor (Office of the Solicitor, Civil Rights and Labor-Management Division), Keir Bickerstaffe (Office of the Solicitor, Civil Rights and Labor-Management Division), and Jon Geier (Paul Hastings)
3:45 PM - 4:15 PM	Break/Exhibits	
<b><u>PLENARY SESSION</u></b>		
4:15 PM - 5:15 PM	Getting Pay Equity "Right"	Mickey Silberman (Fortney & Scott LLC)
<b><u>ILG CHAIR MEETING</u></b>		
5:15 PM - 6:15 PM	EEOC Meeting with ILG Chairs (Invitation Only)	
<b><u>RECEPTION</u></b>		
5:15 PM - 6:45 PM	Exhibitors' Reception (Open to All Conference Attendees!)	

<u>Main Conference -</u> <u>Thurs. August 2</u>	<u>Event</u>	<u>Presenter/Organization</u>
6:30 AM - 5:30 PM	Registration/Hospitality Desk Open	
6:45 AM - 8:00 AM	Breakfast/Exhibits	
<b><u>PLENARY SESSION</u></b>		
8:00 AM - 8:15 AM	Thursday Morning Welcome and Announcements	Danielle Mizuno (VSP), Emcee
8:15 AM - 8:45 AM	Only What We Could Carry: Experiences and Remarks on the WWII Pacific Coast Exclusion Order for People of Japanese Ancestry	George Nakata (survivor, international trade consultant, and civil rights advocate)
8:45 AM - 9:15 AM	EEOC Keynote Address	Chai Feldblum, Commissioner (EEOC)
9:15 AM - 9:45 AM	Break/Exhibits	
<b><u>BREAKOUT SESSION 1</u></b>		
9:45 AM - 10:45 AM	Workshop 1: Breaking the Code on Hiring Veterans	Phil Milam (Revere, LLC)
	Workshop 2: <b>Contractor Best Practices:</b> Strategies to Get Leadership's Attention When You're Not Under Audit	Beth Ronnenburg (Berkshire Associates Inc.) and Francisco Torres Jr. (M&T Bank)
	Workshop 3: <b>Contractor Best Practices:</b> Disability Inclusion- Successful Tips to Attract and Develop Your Pipeline for Success	Michael Murray (ODEP), Katherine McCary (C5 Consulting, LLC), and Christopher Liakos (Northrop Grumman)
	Workshop 4: How to Prepare for OFCCP Manager Interviews	Alissa Horvitz and Joshua Roffman (Roffman Horvitz, PLC)
	Workshop 5: Becoming a Data Wizard	Jennifer McAlister and Will Waymel (Kairos Services, Inc.)
	Workshop 6: OFCCP Evaluation & Enforcement Trends	Dr. Marika Litras, PhD, Director of Enforcement (OFCCP) and David Cohen (DCI Consulting Group, Inc.)
10:45 AM - 11:15 AM	Break/Exhibits	
<b><u>BREAKOUT SESSION 2</u></b>		
11:15 AM - 12:15 PM	Workshop 1: Is a Functional Affirmative Action Plan (FAAP) Right for You?	Nakisha Pugh, Branch Chief, Branch of Functional Affirmative Action Programs (OFCCP)
	Workshop 2: <b>Contractor Best Practices:</b> Collaborating for Success: How a Global Financial Company Leveraged Internal Strengths from the Frontline to the C-Suite and Strategically Partnered with the Community to Successfully Attract and Hire Talent with Disabilities	Julie Cook Sowash (Disability Solutions) and Liz Heitner (Synchrony Financial)
	Workshop 3: What to Do When You've Got Hot Spots - Tried and True Solutions to Addressing Indicators in Your Data	Annette Tyman and Mike Childers (Seyfarth Shaw)
	Workshop 4: (Implicit) Bias--A Change in Framing, Understanding, and Controlling Discrimination	Dr. Daniel Kuang, PhD and Nina Le-Tse (Biddle Consulting Group)
	Workshop 5: Pregnancy Discrimination – What's New; What's Not	Marilynn Schuyler (Schuyler Affirmative Action Practice)
	Workshop 6: VETS Apprenticeship Initiatives and HIRE Vets Medallion Program	Tony Forbes and Randall "Smitty" Smith (Veterans' Employment and Training Service (VETS))
	Workshop 7: The Problem with Evergreen Jobs: Working Through the Legal & Regulatory "Wrinkles"	Candee Chambers (DirectEmployers Association) and John Fox (Fox, Wang, & Morgan P.C.)
<b><u>PLENARY SESSION</u></b>		
12:15 PM - 1:00 PM	Lunch	
1:00 PM - 1:15 PM	Prize Drawings & 2019 Conference Promotion	
1:15 PM - 2:15 PM	Luncheon Keynote Presentation	Cleve Jones (LGBTQ+ Rights Activist and founder of the NAMES Project AIDS Memorial Quilt)
2:15 PM - 2:45 PM	Book Signing by Cleve Jones: <i>When We Rise: My Life in the Movement</i>	
2:15 PM - 2:45 PM	Break/Exhibits	
<b><u>BREAKOUT SESSION 3</u></b>		
2:45 PM - 3:45 PM	Workshop 1: <b>Higher Ed:</b> OFCCP Best Practices in Self-Analysis Series: College and University Reviews	Dr. Robert LaJeunesse, PhD, Branch Chief, Branch of Expert Services (OFCCP) and Dr. Jennifer Stotter, PhD (University of Hawai'i)
	Workshop 2: <b>Foundations:</b> One Step Forward, Two Steps Back: How Diversity Initiatives Could Go Awry	Marife Ramos and Cassie Verdon (Biddle Consulting Group)
	Workshop 3: Tools, Techniques, and Technologies for Creating Disability Inclusive Workplaces	Deb Dagit (Deb Dagit Diversity LLC) and Louis Orslene (Job Accommodation Network)
	Workshop 4: Religious Discrimination and the Workplace	Nicole St. Germain, Outreach & Education Coordinator (EEOC)
	Workshop 5: Navigating Compliance with Complex Recruiting Strategies	Shafeeqa Giarratani and Meredith Gregston (Ogletree Deakins)
	Workshop 6: <b>Contractor Best Practices:</b> Easier Said Than Done: Developing an Enterprise-Wide Pay Equity Strategy	Matthew Camardella (Jackson Lewis) and Ivy Latimer (CVS Health)
3:45 PM - 4:15 PM	Break/Exhibits (final opportunity to visit exhibit booths)	

**BREAKOUT SESSION 4**

4:15 PM - 5:15 PM

Workshop 1: Setting Base Pay: Top Strategies for Collaborating with Compensation to Achieve Pay Equity from the Start	Michele Hester (Berkshire Associates Inc.)
Workshop 2: <b>Contractor Best Practices:</b> EEOC Title VII review of LGBTQ+ issues, followed by "Promoting Transgender Inclusion by Creating Workplace Gender Transition Guidelines"	Rumduol Vuong, Supervisory Trial Attorney (EEOC) and Lady Idos (Blue Shield of California)
Workshop 3: <b>Contractor Best Practices:</b> Outreach - It's More Than Job Ads	Jessica Slye (HR Works, Inc.) and Brandy Bauza (Excellus BlueCross BlueShield)
Workshop 4: <b>Contractor Best Practices:</b> Affirmative Action Planning Best Practices Panel: Direct Input from Top Compliance Managers	Jeremy Mancheski (OutSolve) will moderate, for Sharon Fronabarger (Johnson & Johnson), Beth Montgomery (Outsolve, formerly with Kindred Health), and Nicole Wetmore (Dell)
Workshop 5: How The Increasing Use of Big Data, Artificial Intelligence and Automation Affects Compliance	Valerie Hoffman and Meredith Bailey (Seyfarth Shaw LLP)
Workshop 6: OFCCP Best Practices in Self-Analysis Series: Disability Outreach, Recruitment, and Beyond	Craig Leen, Senior Advisor (OFCCP) and Carol Glazer (National Organization on Disability)

6:30 PM

Buses Begin Loading

7:00 PM - 10:00 PM

Evening Gala at California Adventure Park

**Main Conference -  
Friday, August 3****Event****Presenter/Organization**

7:30 AM - 12:00 PM

Registration/Hospitality Desk Open

7:30 AM - 8:55 AM

Breakfast

7:30 AM - 8:55 AM

Financial Services Meeting (Invitation Only)

Anne Bergen-Taylor (Charles Schwab &amp; Co., Inc.)

**PLENARY SESSION**

8:55 AM - 9:00 AM

Final Prize Drawings (Including Exhibitor Bingo Card Prize)

Danielle Mizuno (VSP), Emcee

9:00 AM - 10:00 AM

Recent Major OFCCP Developments

John Fox (Fox, Wang, &amp; Morgan P.C.)

10:00 AM - 10:15 AM

Break

10:15 AM - 11:30 AM

Legal Panel

*Panelists:* Nancy Abell (Paul Hastings LLP), David Fortney (Fortney & Scott LLC), Shafeeqa Giarratani (Ogletree Deakins), and Valerie Hoffman (Seyfarth Shaw LLP). *Moderator:* Joe Lakis (Center for Workplace Compliance)

11:30 AM - 12:00 PM

Final Thoughts by OFCCP

Ondray T. Harris, Director, and Craig Leen, Senior Advisor (OFCCP)

12:00 PM - 12:01 PM

Close of the Conference

Sheri Viggiano (Microsoft) and Tabbitha Anderson (T-Mobile), Conference Co-Chairs