



| <u>Registration Open -<br/>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 -<br/>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><br>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><br>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><br>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><br>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<br/>WORKSHOP</b><br>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><br>4:30 PM - 5:30 PM         | OFCCP Meeting with ILG Chairs (Invitation Only)   | Ondray T. Harris, Director (OFCCP)  |
| <b>AMBASSADOR<br/>MEETING</b><br>4:30 PM - 5:30 PM    | Conference Ambassador Meeting (Invitation Only)   | Stephanie Smet (Human Resources Services) (Logistics Chair)   |
| <b>RECEPTION</b><br>4:30 - 6:30 PM                    | Welcome Reception (Open to All Conference Attendees!)   |   |

| <u>Main Conference -<br/>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><br><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

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| 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