



THE OFCCP INSTITUTE

OFCCP COMPLIANCE SYMPOSIUM - FALL 2013 AGENDA

OPTIONAL BASICS - DAY 1: 8:30 AM TO 12:00 PM
ADVANCED SESSION BEGINS - DAY 1: 1:00 PM TO 5:00 PM
ADVANCED SESSION CONTINUES - DAY 2: 8:30 AM TO 4:15 PM

Day 1 (Morning)

Introduction to OFCCP Compliance and Audits—Basics

This half day session teaches the basics on federal contractors' EEO and affirmative action compliance obligations, and can serve as initial training or a refresher course. This session establishes the foundation for attendees to participate in the advanced training program offered immediately thereafter.

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| 8:00 to 8:30 | Registration and Breakfast |
| 8:30 to 8:45 | Welcome by The OFCCP Institute |
| 8:45 to 10:15 | EEO Compliance Obligations
EO 11246, Section 503 Rehab Act, and 4212 VEVRAA <ul style="list-style-type: none">• Who is Covered• Determining AAP Structure Affirmative Action Plan <ul style="list-style-type: none">• Developing an AAP<ul style="list-style-type: none">○ Reports○ Narrative |
| 10:15 to 10:30 | Morning Break |
| 10:30 to 11:00 | Other EEO Obligations <ul style="list-style-type: none">• Outreach Efforts• Posting with the State• Recordkeeping• Posting with the State |

- EEO Statements
- Additional EEO Obligations

11:00 to 12:00 OFCCP Audit and Enforcement

- Audit Selection Process
- What Happens During an Audit
- OFCCP Settlements and Enforcement

12:00 to 12:45 Networking and Lunch - Lunch Provided for Morning Attendees

Day 1 (Afternoon)

Advanced Session

The first half day of the advanced OFCCP training provides detailed updates on the latest judicial decisions, OFCCP's revised regulations, guidance and enforcement updates, and the latest EEOC developments on enforcement and compliance matters.

1:00 to 1:15 Welcome by The OFCCP Institute

1:15 to 2:30 OFCCP and EEOC Update – an overview of the key developments in the first 10 months of 2013

- Regulatory and Enforcement Update
 - Section 503 Regulations
 - VEVRAA Regulations
- Recent/Significant Cases and Settlements
- New Federal Contract Compliance Manual (FCCM) (July 2013)
- Compensation Directive 307 (February 2013)
- OFCCP's New Back Pay Directive 310 (July 2013)
- Criminal Background Checks Directive 306 (January 2013)

2:30 to 2:40 Afternoon Break

2:40 to 3:40 Understanding Systemic Discrimination

- Disparate Impact
- Disparate Treatment Pattern or Practice
- Additional OFCCP Theories of Discrimination

3:40 to 3:50 Afternoon Break

3:50 to 4:45 OFCCP Hiring Discrimination Claims

- OFCCP Focused Investigations
- OFCCP's Preliminary Statistical Analyses
- Strategic Responses and Defenses
 - *OFCCP v. VF Jeanswear Limited Partnership*
- Disparity Analyses, Including UGESP Standards; Highest Selected; Job Title and Selection Stage Analyses
- OFCCP's New Back Pay Directive
 - Back Pay Directive 310

- Back Pay Calculations

4:45 to 5:00

What Does All this Mean to Me? Conference Presenters Summarize the Afternoon's Key "Take Aways" and Wrap-Up

5:00 to 6:30

Post-Meeting Networking Reception

Day 2

Advanced Session (cont.)

Day 2 provides a full day of detailed discussions of the most significant compliance challenges facing federal contractors face.

8:00 to 8:30	Breakfast
8:30 to 8:45	Overview by The OFCCP Institute
8:45 to 10:00	OFCCP's New Regulatory Provisions: Section 503 and VEVRAA <ul style="list-style-type: none">• Review of Major Rule Changes<ul style="list-style-type: none">○ Self-Identification○ Benchmarks and Utilization Goals○ Outreach and Recruitment○ Recordkeeping and Other Compliance Obligations○ How you prepare to comply
10:00 to 10:15	Morning Break
10:15 to 12:00	Section 503 and VEVRAA (cont.)
12:00 to 1:00	Networking and Lunch - Lunch Provided
1:00 to 1:45	OFCCP's new FCCM <ul style="list-style-type: none">• Key changes and new provisions in the FCCM• The impact of the FCCM changes on audits and federal contractors' responses
1:45 to 2:30	Systemic Compensation <ul style="list-style-type: none">• Compensation Directive 307 and the Current Status of the OFCCP's Compensation Standards and Guidelines• Recent Trends including OFCCP and EEOC Enforcement• Conducting a Proactive Compensation Analysis• Attorney-Based Privileges
2:30 to 2:45	Afternoon Break
2:45 to 4:00	Systemic Compensation (cont.)
4:00 to 4:15	Putting it All Together – Conference Presenters Provide Recommendations and Follow-up Items to Review
4:15	Adjourn – Safe Travels