

## Course Highlights

Statistical and legal principles of pay discrimination	Constructing, testing, and running regression analyses	Effectively analyzing smaller groups of employees	The mechanics of an effective cohort investigation
Retooling analyses in response to stakeholder pressures	State and local equal pay and salary history developments	When and how to take corrective pay equity actions	Defending pay practices before the EEOC and OFCCP

## Agenda

Day 1		
8:00 AM	Registration & Continental Breakfast	
8:30 AM	Introductions & Overview	
9:00 AM	Legal Landscape	<ul style="list-style-type: none"> <li>• Equal Pay Act</li> <li>• Title VII</li> </ul>
	Preliminary Considerations	<ul style="list-style-type: none"> <li>• Purpose and Scope of Analysis                             <ul style="list-style-type: none"> <li>• Regulatory Compliance</li> <li>• Litigation Avoidance</li> <li>• Proactive Monitoring for Pay Equity</li> </ul> </li> <li>• Issue Spotting Exercise</li> </ul>
	Current OFCCP Compensation – Related Initiatives	<ul style="list-style-type: none"> <li>• Rescission of 2006 Guidelines</li> <li>• Compensation Philosophy</li> <li>• Scheduling Letter</li> </ul>
12:00 PM	Lunch	
12:45 PM	Current Trends in OFCCP Compensation Investigations	<ul style="list-style-type: none"> <li>• Desk Audits</li> <li>• Understanding Directive 307</li> <li>• Common Requests for Information</li> </ul>
	Planning, Understanding, and Defending Pay Practices	<ul style="list-style-type: none"> <li>• Getting Started – Objective &amp; Scope</li> <li>• Planning &amp; Preparation</li> <li>• Understand Your Current Compensation Structure</li> <li>• Keys to Minimizing Risk</li> </ul>
5:00 PM	Adjourn	

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Day 2		
8:00 AM	Continental Breakfast	
8:30 AM	Understanding Statistical Procedures	<ul style="list-style-type: none"> <li>• What is a Statistical Test?</li> <li>• Means and Medians</li> <li>• T-tests</li> <li>• Regressions</li> </ul>
	Developing a Regression Model	<ul style="list-style-type: none"> <li>• Regression Primer</li> <li>• Diagnostics</li> <li>• Evaluating Compensation Beyond Base Pay</li> </ul>
	Data Preparation and Review	<ul style="list-style-type: none"> <li>• The Key – Employment Data</li> <li>• Common Data Issues</li> </ul>
	Running the Analysis	<ul style="list-style-type: none"> <li>• Analyzing the Data</li> <li>• Investigating Statistical Results</li> <li>• Assessing &amp; Mitigating Risks</li> </ul>
	Considerations in Making Pay Adjustments	<ul style="list-style-type: none"> <li>• Who Receives Pay Adjustments?</li> <li>• How Much of an Adjustment?</li> <li>• When to Make Adjustments?</li> </ul>
	What Should Contractors Do Now?	<ul style="list-style-type: none"> <li>• Prepare</li> <li>• Monitor</li> <li>• Use a Variety of Tools</li> </ul>
	Wrap-Up & Questions	<ul style="list-style-type: none"> <li>• Complete Feedback Forms</li> <li>• Obtain Certificate of Completion</li> </ul>
12:30 PM	Adjourn	

*There are two 15-minute breaks planned on day one (one in the morning and one in the afternoon) and one 15-minute break planned on day two.*