



CWC 2018
COMPLIANCE
CONFERENCE

OCTOBER 17-19, 2018 | CHICAGO, IL

AGENDA



CENTER FOR
WORKPLACE
COMPLIANCE

12:00 PM REGISTRATION

1:00 PM CONNECT WITH CWC

Our new pre-conference session helps connect attendees with CWC's mission, leadership, and staff, and highlights some of the many benefits and services available to all association members. We'll also preview the conference agenda and take suggestions for future CWC conference topics, training programs, and member benefits.

CWC Staff

2:00 PM WELCOME | PRESIDENT'S AND CHAIR'S ADDRESS

Valerie Vickers EXECUTIVE DIRECTOR OF ENTERPRISE AFFIRMATIVE ACTION, JP MORGAN CHASE

Joe Lakis CWC PRESIDENT

2:15 PM A NEW VISION FOR OFCCP

In this special keynote presentation, OFCCP Acting Director Craig E. Leen will lay out the vision for the agency, identify its key policy and operational priorities going forward, and explain how recent enforcement changes will impact CWC member compliance, diversity, and inclusion programs under his leadership. Following his presentation, Acting Director Leen will engage attendees in a listening session where CWC members can share real-world successes and challenges regarding their OFCCP-enforced nondiscrimination and affirmative action requirements.

Craig E. Leen ACTING DIRECTOR, OFCCP

Mike Eastman CWC SENIOR VICE PRESIDENT, POLICY AND ASSISTANT GENERAL COUNSEL

Matt Nusbaum CWC SENIOR COUNSEL

Danny Petrella CWC SENIOR COUNSEL

3:45 PM BREAK

4:00 PM WORKPLACE REGULATORY, POLICY, AND ENFORCEMENT UPDATE

Our opening day wraps up with a powerful panel of CWC staff attorneys running through all of the latest developments affecting employer compliance, diversity, and risk management programs. From affirmative action, pay equity, and workplace harassment, to wage and hour, immigration, and antitrust risks, you won't want to miss this fast-paced update on managing compliance requirements and risks.

Rae Vann CWC SENIOR VICE PRESIDENT, GENERAL COUNSEL, AND SECRETARY

Mike Bracken CWC SENIOR COUNSEL

Mike Eastman CWC SENIOR VICE PRESIDENT, POLICY AND ASSISTANT GENERAL COUNSEL

José Galvan CWC COUNSEL

Matt Nusbaum CWC SENIOR COUNSEL

D'Ontae Sylvertooth CWC COUNSEL

Chase Woodley CWC COUNSEL

5:30 PM WELCOME RECEPTION

8:00 AM BREAKFAST**8:30 AM BOARD CHAIR DAY TWO KICK OFF****8:45 AM MEASURING DIVERSITY WITH METRICS: DEMOGRAPHICS, DATA, AND RISK**

Accurate and relevant data are critical to establishing and measuring progress against diversity goals, especially when those goals involve one or more representational components. This plenary Compliance, Diversity & Inclusion (CD&I) session will explore some of the cold hard facts and figures on numerical D&I goals, including some eye-opening statistics on workforce and graduate diversity.

Mike Goodman CWC SENIOR ADVISOR,
COMPLIANCE SOLUTIONS

Danny Petrella CWC SENIOR COUNSEL

9:45 AM THE PRACTICAL IMPLICATIONS OF OFCCP'S NEW POLICY DIRECTIVES

OFCCP has already issued as many directives this year as it has in the last five years combined, with several of these directives likely to have a major impact on CWC member compliance efforts. In this special plenary session, a panel of CWC staff experts will examine and explain the practical implications of each new OFCCP policy directive issued since January, including those involving compensation analyses, focused reviews, AAP certification, contractor recognition, religious exemptions, and more. We'll also cover any last-minute directives that could be released prior to the conference.

John Annand CWC SENIOR COUNSEL

Matt Nusbaum CWC SENIOR COUNSEL

Danny Petrella CWC SENIOR COUNSEL

10:30 AM BREAK**10:45 AM NETWORK MEETINGS**

Our small-group network sessions allow attendees to meet with fellow CWC members to discuss compliance, D&I, and risk management issues in a confidential, off-the-record setting.

✓ **Talent Acquisition and Applicant Tracking Systems**

Are you getting the most out of your applicant tracking systems and procedures? Have other CWC members been down the same road with the same ATS and learned a thing or two that can save you time and money? Join this discussion to learn about peer-driven best practices and get answers to ATS challenges from fellow CWC members.

Mike Goodman CWC SENIOR ADVISOR,
COMPLIANCE SOLUTIONS

Danny Petrella CWC SENIOR COUNSEL

✓ **Functional Affirmative Action Programs**

Are you currently managing one or more functional AAPs? Or thinking about asking OFCCP to approve a functional plan structure? Participate in this private discussion with fellow CWC members who have experienced both the successes and challenges of developing, implementing, and defending functional AAPs.

José Galvan CWC COUNSEL

Matt Nusbaum CWC SENIOR COUNSEL

✓ **Compliance and Diversity Best Practices**

Is there a workplace compliance or D&I policy you'd like to kick around with your peers? Are you thinking about establishing numerical diversity goals and holding managers accountable for meeting those goals? Engage with fellow CWC members in this open-forum discussion around workplace compliance and diversity best practices.

John Annand CWC SENIOR COUNSEL

Mike Bracken CWC SENIOR COUNSEL

✓ **Workday User Group**

By request, we've added a new network meeting designed for CWC members interested in learning more about the Workday HRMS and ATS platforms. This session will feature an opportunity for members to discuss common Workday implementation experiences, challenges, and successes, and learn about peer-driven best practices on common Workday issues.

Chris Gokturk CWC SENIOR ADVISOR,
COMPLIANCE POLICY

Joe Vele CWC COUNSEL

12:30 PM NETWORKING LUNCH

2:00 PM **BREAKOUT SESSIONS**✓ **CWC's Guide to Conducting an Effective FLSA Self-Audit**

This session will offer practical guidance to help CWC members plan and successfully execute an effective self-audit of their federal Fair Labor Standards Act (FLSA) compliance, beginning with the critical strategic decisions that should be made before any audit even begins. The session will cover the most common FLSA risks, including proper classification of exempt employees and independent contractors, navigating "work time" issues, assessing common pay practices that often lead to improper overtime calculations, and surviving a DOL Wage and Hour Division audit.

Mike Eastman CWC SENIOR VICE PRESIDENT, POLICY AND ASSISTANT GENERAL COUNSEL

José Galvan CWC COUNSEL

✓ **Maximizing Disability and Veteran Self-Identification Rates**

The majority of CWC members report *response* rates of less than 50% for their disability self-identification initiatives, and yet these data still serve as the primary metric for measuring the effectiveness of their disability-related affirmative action efforts. In this session, we'll help CWC members understand the root causes of many self-identification challenges and discuss proven strategies for increasing response rates to better support compliance, diversity, and inclusion efforts.

Ron Maurer DIRECTOR, DIVERSITY & INCLUSION, EXPRESS SCRIPTS

Fred Melkey CORPORATE DIRECTOR, EEO/AA, EMERSON ELECTRIC COMPANY

Matt Nusbaum CWC SENIOR COUNSEL

Joe Vele CWC COUNSEL

✓ **Surviving an ICE Audit**

Worksite enforcement actions by the Department of Homeland Security's Immigration and Customs Enforcement (ICE) have increased substantially over the past year, and they're not expected to decline any time soon. With increased audit capabilities and manpower, it's only a matter of time before more large employers are targeted. This session will walk attendees through the ins and outs of effectively preparing for and managing an ICE audit.

Mike Bracken CWC SENIOR COUNSEL

Jason Capili DIRECTOR, ETHICS AND BUSINESS CONDUCT, AA/EEO GOVERNANCE AND COMPLIANCE, PRICEWATERHOUSECOOPERS

Chase Woodley CWC COUNSEL

✓ **L&E Counsel Legal Forum**

For CWC member in-house labor and employment attorneys only, this open-forum session provides an opportunity to work through some of today's most pressing workplace litigation and liability risks, and also to benchmark and exchange best practices in a confidential, "off-the-record" setting.

Rae Vann CWC SENIOR VICE PRESIDENT, GENERAL COUNSEL, AND SECRETARY

OGC Staff Attorneys

3:15 PM **BREAK**3:30 PM **ANALYZING EMPLOYEE PERFORMANCE EVALUATION DATA FOR EQUITY AND RISK**

At first glance, performance evaluations may not seem to be "selections" in the same way that an organization evaluates its hires, promotions, and other employment transactions. But performance evaluations can be a critical factor in evaluating whether compensation and other employment programs are creating barriers to equal employment opportunity. This session will focus on the statistical methods employers can use to evaluate the distribution of performance ratings, the relationship these ratings have to other personnel actions, and the practical impact these analyses can have on assessing and mitigating systemic discrimination risk.

Danny Petrella CWC SENIOR COUNSEL

Christina English CWC STAFF ECONOMIST

Chase Woodley CWC COUNSEL

4:45 PM **THE ADEA AT 50: MANAGING NEXT-GENERATION WORKPLACE AGE BIAS RISKS**

In the 50 years since the federal Age Discrimination in Employment Act (ADEA) went into effect, the issues affecting older workers have evolved and grown more complex, especially as the U.S. labor pool ages and employers increasingly rely on big data and emerging technologies like artificial intelligence (AI) to identify and screen job seekers. This session will examine how the law on workplace age discrimination has evolved, assess the impact of these developments on employer compliance programs, and provide practical tips and strategies for minimizing age discrimination risk.

John Annand CWC SENIOR COUNSEL

Rae Vann CWC SENIOR VICE PRESIDENT, GENERAL COUNSEL, AND SECRETARY

Chase Woodley CWC COUNSEL

6:15 PM **NETWORK DINNERS**8:30 PM **EVENING RECEPTION**

8:00 AM **OPEN FORUM ON COMPLIANCE, DIVERSITY, AND WORKPLACE RISK MANAGEMENT**

One of the most valuable benefits of membership in CWC is the ability to call us at any time for information, guidance, or “sounding board” discussions on workplace compliance, diversity, and risk management issues. Our *MemberAssist* benefit takes on a personal touch in this open-forum breakfast, where members engage our staff and each other on the most pressing compliance, legal, and policy questions they’re facing.

CWC Staff

9:30 AM **CHECK-OUT BREAK**

10:00 AM **EXAMINING THE LATEST TRENDS IN PAY EQUITY AND RISK: CWC STAFF PANEL**

The landscape of pay equity and pay discrimination risk continues to evolve at a rapid pace, with new requirements – and new pressures – arising with each new local or state “fair pay” law, international reporting or disclosure requirement, activist shareholder campaign, or “grass roots” pay transparency movement. In this session, a panel of CWC staff members will analyze all of the latest state, local, and even international pay equity developments and explain their practical implications for CWC member employers.

John Annand CWC SENIOR COUNSEL

Mike Bracken CWC SENIOR COUNSEL

Chris Gokturk CWC SENIOR ADVISOR,
COMPLIANCE POLICY

D’Ontae Sylvertooth CWC COUNSEL

11:00 AM **MANAGING PAY EQUITY COMPLIANCE: CWC MEMBER PANEL**

Following our plenary “risk identification” session on pay equity and pay discrimination Friday morning, a panel of CWC member employers will wrap up the conference by sharing their experiences in managing enterprise-wide pay equity and pay discrimination compliance. The main goal of this session is simple: help CWC members learn from the proven practices – and perhaps also a few mistakes – of other member employers who have taken proactive steps to manage their pay equity and pay discrimination risks.

Mike Eastman CWC SENIOR VICE PRESIDENT,
POLICY AND ASSISTANT GENERAL COUNSEL

Mike Dizer HR MANAGER AAP/EEO COMPLIANCE,
THE DOW CHEMICAL COMPANY

Latrece Edwards HEAD OF AA/EEO COMPLIANCE,
ZURICH NORTH AMERICA

Jennifer Goad SENIOR DIRECTOR, EEO & REGULATORY
COMPLIANCE, CHARTER COMMUNICATIONS

12:00 PM **CLOSING REMARKS**

12:15 PM **CONFERENCE ADJOURNS**

SPONSORS



CONTINUING LEGAL EDUCATION

CWC intends to apply for CLE credit in select jurisdictions for our 2018 Compliance Conference. In addition, attorneys in attendance may be eligible to receive CLE credit through reciprocity or attorney self-submission in other states.

CLE Financial Aid Policy - Illinois: CWC may, at its discretion, waive the course fee for any attorney, member or non-member, who wishes to attend an Association program, but for whom the cost would be a financial hardship. Requests for tuition waivers along with an explanation of hardship must be received in writing at least seven days before the program via email at info@cw.org. Requests for tuition waivers cannot be accepted at the door.

SHRM & HRCI CERTIFICATION

CWC, an approved SHRM recertification provider and HRCI approved provider, intends to apply for recertification credit with each of these organizations for our 2018 Compliance Conference.

REGISTRATION

The registration fee for CWC's 2018 Compliance Conference is:

FEE: \$950

Group discounts are available for 2 or more registrants from the same member organization. Call 202-629-5655 for details.

LODGING

Renaissance Chicago Downtown Hotel
1 West Upper Wacker Drive
Chicago, IL 60601

<https://aws.passkey.com/go/centerforworkplacecompliance>

Reserve online or by calling 877-303-0104.

SPONSORSHIP OPPORTUNITIES

Contact Samantha Wittie at swittie@cw.org or 202-629-5633.

CANCELLATION POLICY

Full refunds for cancellations or credit toward another CWC program will be made if a written request is received by CWC more than 30 calendar days before the date of the program for which you are registered. A 50 percent refund or credit toward another CWC program will be made if a written request is received by CWC between 15 and 30 calendar days before the date of the program. Attendees who cancel fewer than 15 calendar days prior to the event are not eligible for a refund, but are encouraged to notify CWC for event planning purposes. Registered attendees may transfer their registration to another person from the same employer at no cost at any time in advance of the meeting, when requested in writing.

Failure to notify CWC of a cancellation before the deadlines described above will result in no portion of the registration fee being refunded. With the exception of transfers for the same event to another person from the same employer, credits to a future CWC program will not be offered. Refunds for cancellations are processed after the program is completed.

QUESTIONS?

Contact Samantha Wittie at swittie@cw.org or 202-629-5633.

