<table>
<thead>
<tr>
<th>Time</th>
<th>Session Title</th>
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<tbody>
<tr>
<td>12:00 PM</td>
<td><strong>REGISTRATION</strong></td>
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<tr>
<td>1:00 PM</td>
<td>**WELCOME</td>
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<td></td>
<td>Dana Baughns, GENERAL COUNSEL, AEROTEK</td>
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<td>Joe Lakis, CWC PRESIDENT</td>
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<td>1:15 PM</td>
<td><strong>REGULATING THE U.S. WORKPLACE: DOL’S PERSPECTIVE</strong></td>
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<td>The U.S. Department of Labor plays one of the most important roles in developing and enforcing the rules governing the employer-employee relationship. From the affirmative action requirements enforced by DOL’s Office of Federal Contract Compliance Programs, to the overtime, minimum wage, and child labor requirements enforced by its Wage and Hour Division, DOL's policy and enforcement priorities affect all CWC members in significant ways. This keynote presentation will examine DOL’s current policy priorities, enforcement strategies, and other agency initiatives that will directly impact our members’ compliance and diversity programs in 2020 and beyond.</td>
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<td>Patrick Pizzella, DEPUTY SECRETARY, DEPARTMENT OF LABOR</td>
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<td>2:00 PM</td>
<td><strong>THE EEOC IN 2020</strong></td>
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<td>As the nation’s chief workplace civil rights enforcement agency, the U.S. Equal Employment Opportunity Commission plays a central role shaping - and enforcing - the fundamental nondiscrimination requirements affecting employers’ compliance, diversity and inclusion, and workplace risk management programs. This session will feature an informal dialogue with EEOC Chair Janet Dhillon and will touch on the numerous policy and enforcement priorities before the agency in the coming year.</td>
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<td>Janet Dhillon, CHAIR, EEOC</td>
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<td>2:45 PM</td>
<td><strong>BREAK</strong></td>
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<td>3:00 PM</td>
<td><strong>A HIGHER BAR: HOW OFCCP POLICY AND ENFORCEMENT PRIORITIES WILL IMPACT FEDERAL CONTRACTORS IN 2020</strong></td>
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<td>Employers holding federal contracts are held to higher workplace standards, particularly when it comes to their compliance, diversity, and inclusion programs for women, minorities, veterans, and persons with disabilities. The federal contract “bargain” requires meaningful outreach and recruitment efforts, effective monitoring of recruitment and selection data, and careful analysis of compensation data, to name just a few. This session will feature a comprehensive update on OFCCP’s current plans for administering, enforcing, and even assisting employers with the enhanced compliance requirements applicable to federal contractors.</td>
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<td>Bob Gaglione, DEPUTY DIRECTOR, DOL - OFCCP</td>
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<td>3:45 PM</td>
<td><strong>BREAK</strong></td>
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<td>4:00 PM</td>
<td><strong>REGULATORY, POLICY AND ENFORCEMENT UPDATE</strong></td>
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<td>Our first day of the conference closes with a fast-paced panel presentation from CWC staff attorneys running down the latest developments affecting employer compliance, diversity, and risk management programs. Topics covered will include updates on agency leadership changes, EEOC policy and enforcement tactics, Wage and Hour Division regulatory and enforcement priorities, NLRB policy changes, OFCCP audit and enforcement changes, and much more.</td>
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<td>CWC Staff</td>
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<td>5:30 PM</td>
<td><strong>WELCOME RECEPTION</strong></td>
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THURSDAY, MARCH 5

8:00 AM  BREAKFAST

8:15 AM  DAY 2 INTRODUCTIONS AND ASSOCIATION BUSINESS MEETING

8:30 AM  COMPLIANCE ENFORCEMENT – AND COMPLIANCE ASSISTANCE – FROM DOL’S WAGE AND HOUR DIVISION

Much like the other enforcement agencies within DOL, the Wage and Hour Division uses a combination of “carrots and sticks” to facilitate employer compliance with the laws it enforces. But when it comes to some of the most important workplace risks and requirements such as worker classification, minimum wage, overtime, and family leave, will 2020 feature more sticks than carrots, or more carrots than sticks? And how can responsible employers take full advantage of the incentives and other programs available to help facilitate effective compliance? This session will answer these and other key questions by examining WHD’s regulatory agenda, explaining its most important opinion letters, and discussing its latest enforcement and compliance assistance initiatives.

Cheryl Stanton, ADMINISTRATOR, DOL - WHD

9:15 AM  THREE THINGS ALL EMPLOYERS SHOULD KNOW ABOUT THE NLRB’S RECENT DECISIONS

2019 was another busy year at the National Labor Relations Board, which issued numerous landmark decisions that changed how federal labor law requirements affect common workplace policies. This session will focus on a few key decisions that the NLRB issued that will impact all employers in 2020 and beyond, especially with respect to workplace policies and practices that apply outside of a unionized workforce.

Mike Eastman, CWC SVP, POLICY AND ASSISTANT GENERAL COUNSEL
Chase Woodley, CWC COUNSEL

10:00 AM  BREAK

10:15 AM  DEPARTMENT OF LABOR LITIGATION AND ENFORCEMENT AGENDA

During the Trump Administration, DOL has maintained an aggressive enforcement and litigation agenda that has led to a record number of settlements resulting from enforcement actions brought by DOL’s Office of Federal Contract Compliance Programs and other DOL subagencies. In this session, Deputy Solicitor of Labor Timothy Taylor will explore the current state of enforcement and litigation within DOL and priorities from the perspective of one of the agency’s top lawyers.

Timothy Taylor, DEPUTY SOLICITOR, DOL - SOL

11:00 AM  TRANSITION BREAK

11:15 AM  NETWORK MEETINGS

Meet with fellow CWC members to discuss real-world compliance challenges and solutions in a confidential, off-the-record setting.

✓ 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.

Gilberto Garcia, CWC SENIOR COUNSEL
D’Ontae Sylvertooth, CWC SENIOR COUNSEL
Joe Vele, CWC SENIOR COUNSEL
Chase Woodley, CWC COUNSEL

✓ Employment Counsel 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 employment litigation and liability and liability risks, and also to benchmark and exchange best practices in a confidential, off-the-record setting.

Mike Eastman, CWC SVP, POLICY AND ASSISTANT GENERAL COUNSEL
Carl Shuman, 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.

Mike Bracken, CWC SENIOR COUNSEL
Mike Goodman, CWC DIRECTOR, COMPLIANCE SOLUTIONS

✓ 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.

Rachel DesPlaines, CWC ADVISOR, COMPLIANCE SOLUTIONS
Danny Petrella, CWC SENIOR COUNSEL

12:30 PM  LUNCH
2:00 PM  BUILDING AN EFFECTIVE DISABILITY INCLUSION AND COMPLIANCE PROGRAM

The Department of Labor’s Office of Disability Employment Policy (ODEP) is a federal agency that promotes policies and coordinates with employers to increase workplace success for people with disabilities. In this session, we’ll hear ODEP’s perspective on best practices and successful strategies for enhancing disability outreach, recruitment, and inclusion.

Michael Murray, SUPERVISORY POLICY ADVISOR, EMPLOYER & WORKPLACE POLICY, DOL - ODEP

2:45 PM  THE USE OF STATISTICS IN OFCCP INVESTIGATIONS AND ENFORCEMENT

The past year has seen some of the largest OFCCP systemic discrimination enforcement actions and financial settlements in the agency’s history, as employers across multiple industries defend or resolve allegations of broad-based gender and racial bias in their hiring, promotion, and compensation practices. And even more of these cases are working their way through the pipeline right now. In each of these cases, OFCCP’s statistical analysis of employer data plays a key role. This session will examine why, when, and how OFCCP’s Branch of Expert Services is engaged to help the agency’s compliance officers analyze pay and transactions data during routine audits and investigations.

Bob LaJeunesse, Ph.D., BRANCH CHIEF OF EXPERT SERVICES, DOL - OFCCP

3:30 PM  BREAK

3:45 PM  EEOC’S OFFICE OF ENTERPRISE DATA & ANALYTICS (OEDA)

It’s been less than two years since the EEOC created the Office of Enterprise Data & Analytics (OEDA) to overhaul – and oversee – almost all of the agency’s data-related functions, including the collection, tabulation, analysis, and publication of employer EEO-1 data. This session will feature a discussion about OEDA’s priorities and its plans to improve the efficiency and quality of EEOC’s data collection and analytics functions.

Chris Haffer, CHIEF DATA OFFICER AND DIRECTOR, EEOC - OEDA

4:30 PM  A CONVERSATION WITH OFCCP OMBUDSMAN MARCUS STERGIO

OFCCP’s new Ombuds Service was established to facilitate the fair and equitable resolution of external stakeholder concerns, including matters raised by federal contractors and contractor representatives, by working with district and regional offices as a conflict resolution liaison. In our final session on Thursday, OFCCP Ombudsman Marcus Stergio will update attendees on his office’s responsibilities, discuss the types of matters the new Ombuds Service is and will be focusing on, and offer his thoughts on when, where, and how CWC members can bring their OFCCP-related concerns to his attention.

Marcus Stergio, OMBUDSMAN, DOL - OFCCP

6:15 PM  NETWORK DINNERS

8:30 PM  EVENING RECEPTION
8:30 AM  OPEN FORUM ON COMPLIANCE, DIVERSITY, AND WORKPLACE RISK MANAGEMENT

One of the most valuable CWC member benefits is the ability to contact 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

10:00 AM  CHECK-OUT BREAK

10:30 AM  OFCCP AUDIT & ENFORCEMENT ROUNDTABLE

Our last day of the conference wraps up with a CWC staff and member company panel discussing the latest developments and trends in OFCCP’s audit, enforcement, litigation, and compliance assistance activities. The panel will discuss their experiences managing a variety of OFCCP audits across multiple districts and regions and share what they’ve learned along the way.

Janet Larson, MANAGER, EMPLOYMENT PRACTICES, SPRINT CORPORATION
Alicia Wallace, HR CONSULTANT - AFFIRMATIVE ACTION, WORKFORCE SERVICES, ELI LILLY & COMPANY
Danny Petrella, CWC SENIOR COUNSEL

12:00 PM  CONFERENCE ADJOURNS
CONTINUING LEGAL EDUCATION
CWC intends to apply for CLE credit in select jurisdictions for our 2020 Policy 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@cwc.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 2020 Policy Conference.

REGISTRATION
The registration fee for CWC’s 2020 Policy Conference is: $950.00

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

 Lodging
Capital Hilton, Washington, DC
1001 16th St NW
Washington, DC 20036

https://book.passkey.com/go/CenterWorkplaceCompliance

Room Block is closed – please contact CWC if you still need to make a reservation.

SPONSORSHIP OPPORTUNITIES
Contact Samantha Wittie at swittie@cwc.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. 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@cwc.org or 202-629-5633.

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