

AGENDA

8:30 AM: Registration

9:00–10:30 AM:
OFCCP Today—The View
From Inside

10:30 AM: Break

10:45 AM–12:00 PM:
What To Expect In OFCCP
Enforcement from Recent
Legislation, Cases, and Regulatory
Actions

*12:00 PM: Catered luncheon
compliments of Jones Walker*

1:00–3:00 PM:
How To Design and Construct an
Effective Affirmative Action Program

3:00–3:30 PM:
Questions & Answers

3:30 PM: Adjourn

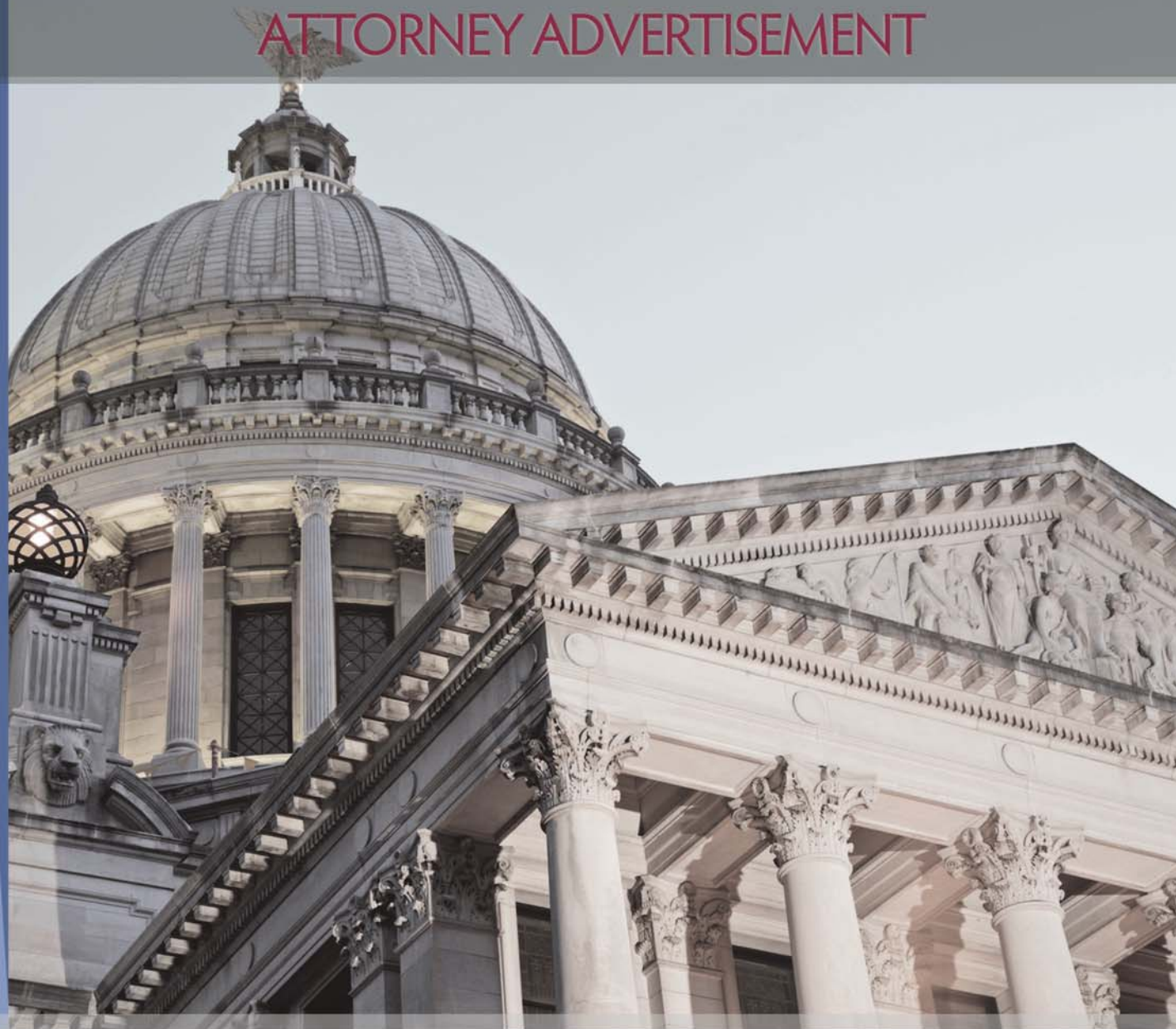
Agenda subject to change

Space is limited.

Register for this seminar today
to make sure you don't miss this program.

To Register: Leslie Dixon, Jones Walker
ldixon@joneswalker.com | 601.949.4710

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LABOR & EMPLOYMENT SEMINAR

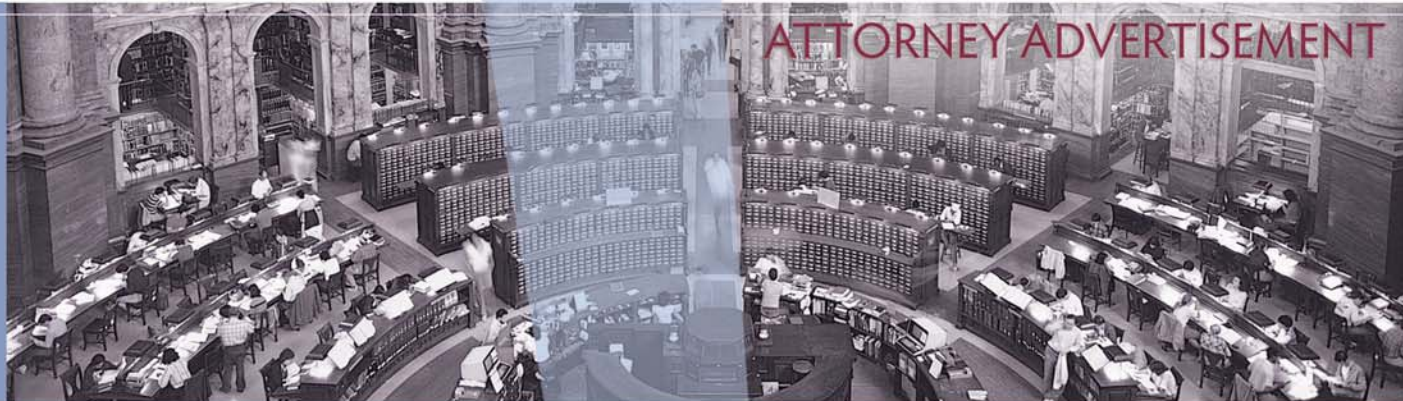
The “New” OFCCP: What You Need to
Know and Do—NOW!

January 17, 2012 | Jackson, MS

PROGRAM OVERVIEW

Please join Jones Walker in **Jackson, Mississippi**, for this very timely and focused update especially for banking and financial industry HR professionals on federal contractor affirmative action developments and AAP design and compliance.

Please see Agenda section for information on how to register for this program.



SESSION DESCRIPTIONS

9:00–10:30 AM:

OFCCP Today—The View From Inside

Speaker: Margie Carter-James, Office of Federal Contract Compliance Programs—Jackson

Our guest speaker from OFCCP will discuss important new agency developments, including OFCCP's new Active Case Enforcement (ACE) procedures for compliance reviews and its current emphasis on compensation and veterans outreach. Includes time for Q&A.

10:45 AM–12:00 PM:

What To Expect In OFCCP Enforcement from Recent Legislation, Cases, and Regulatory Actions

Speakers: Karen G. Clay, Jones Walker—Jackson, and Mark Adams, Jones Walker—New Orleans

In this segment, we'll discuss how the Ledbetter Fair Pay Act and the U.S. Supreme Court's recent *Walmart v. Dukes* decision are driving OFCCP compliance reviews and what you can do to limit your exposure to class-wide pay discrimination claims. We'll also explore defensive strategies to employ when you think OFCCP is overreaching despite some recent cases limiting OFCCP's efforts to expand the scope of compliance reviews.

1:00–3:00 PM:

How To Design and Construct an Effective Affirmative Action Program

Speaker: Mark Adams, Jones Walker—New Orleans

The "same old, same old" way of writing an AAP won't cut it in today's enforcement environment. So in our concluding segment, we'll offer guidance on how to craft an AAP to meet the new challenges posed by today's OFCCP, including how to build your AAPs by "establishment" and how going narrow is better and the importance of compensation in job group formation. We'll also discuss strategies for dealing with OFCCP's Internet applicant rule, how to cast a wide enough net to gather in a diverse applicant pool without overburdening your recordkeeping, testing for adverse impact and statistical significance in applicant flow, selection rates, and goal setting, and what to do to comply with the new veterans outreach initiative.

*Certain states may require this be labeled
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Contacts:

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MEET THE SPEAKERS

H. MARK ADAMS

JONES WALKER—NEW ORLEANS

MARGIE CARTER-JAMES

*OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS—
JACKSON*

KAREN G. CLAY

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