

CONSTANGY
BROOKS & SMITH, LLP
The Employers' Law Firm, Since 1946

**Affirmative Action
Special Report**

**Wednesday, February 19, 2014
8:00 am to 12:00 pm**

This in-depth special report reviews the latest information and government requirements for federal contractors and subcontractors. This half-day event is designed for companies subject to the federal affirmative action requirements, and will cover important regulatory changes at the OFCCP and provide guidance on implementing an effective affirmative action program.

8:00-8:30

Registration

8:30-10:00

**The New Final Rules Under the Rehabilitation Act and
VEVRAA [Angelique Lyons & Cara Crotty](#)**

The long awaited revisions to the Rehabilitation Act and the Vietnam Era Veterans' Readjustment Assistance Act go into effect on March 24, 2014. There are numerous changes that need to be made to your written plans, policies and procedures. During this session, we will break down these changes, and provide practical guidance on how to put these changes into effect.

10:00 - 10:15

Refreshment Break

(Continued from front)

10:15 – 11:00

Show Me the Money [Cara Crotty](#)

A finding of adverse impact by the OFCCP can lead to monetary penalties and back pay awards, a result that everyone wants to avoid. Good record keeping and thorough analysis of your employment activity data is critical to avoiding this outcome. This informative session will review the methods of calculating adverse impact, discuss how to determine the appropriate comparator groups, and review best practices to help mitigate liability.

11:00 – 12:00

How to Shine During A Compliance Review

[Angelique Lyons](#)

The dreaded phrase “compliance review” strikes fear in the heart of many contractors. While we cannot promise to make a compliance review enjoyable, we can provide you with information to help you pass with flying colors. This program will outline what to expect during a compliance review and how to best organize your information, and provide tips to minimize any potential problem areas. Preparation and presentation are the keys to shining during a compliance review.

This program is pending approval for 3.25 HRCI credit hours.

Cost: \$95.00

Location

The Tampa Club, 101 E. Kennedy Blvd., Suite 4200
Tampa, Florida 33602

To register for this Affirmative Action Special Report, please contact Doris Key at (813) 222-1358 or dkey@constangy.com. You can also register at www.constangy.com

