

Quad A

P. O. Box 1848
Phoenix, AZ 85001
www.azquada.org
E-mail: azquada@aol.com
E-Fax: (623) 321-6016

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(602) 377-0404

*Membership meetings are the
3rd Tuesday of every month
from 8:30-10:00 a.m.*

March 30

Affirmative Action Plans from A to Z Part 3: Compliance Evaluations



- Old Corporate Management Compliance Evaluations vs. New CMR Evaluations
- American Recovery & Reinvestment Act (ARRA)
- Compliance Checks
- Strategies for Responding
- Communicating with the Auditors
- Mock Audit
- Presentation from Solicitor's Officer: Real World Cases & Settlements

See Page 2 for Speaker's Profile. *Registration form attached.*

April 27

Quad A's 35th Annual Conference

We have a great line up of speakers and topics again this year. Find descriptions for each presentation beginning on Page 2. Register before April 1 and save \$25; companies registering three or more attendees receive the member discount. *Registration form attached.*

March 30 Workshop

Affirmative Action Plans – A to Z

Session 3: Compliance Evaluations

Time: 9:00-10:30 a.m.

Location: American Express
18850 N. 56th Street, Phoenix

Registration form attached

SPEAKER'S PROFILE



**Patrick M. Nooren, Ph.D. Executive Vice President
Biddle Consulting Group, Inc.**

Dr. Nooren retains over 12 years experience in the EEO/HR field and has invested thousands of hours in EEO-related cases and projects. He has worked on the technical components of numerous small- and large-scale EEO cases. Dr. Nooren's primary focus at Biddle Consulting Group is oversight of the EEO/AA unit.

Biddle Consulting Group, Inc. (BCG) is the leading U.S. EEO Consulting firm with thousands of clients and experience in over 200 state, federal, and circuit court of appeals Title VII cases. They have also provided expert services in hundreds of OFCCP audits and EEOC matters. BCG's staff of over 45 professionals includes 15 MA/Ph.D. expert-qualified professionals who specialize in EEO statistics and validation. Their experts have collectively published dozens of articles in the EEO compliance area and speak nation-wide on Title VII, affirmative action, and test validation.

April 27: 35th Annual Conference Description of Presentations

Best Practices in Workforce Diversity

From easy-to-adapt technology to fundamental outreach, employers shouldn't be struggling with workforce diversity issues the way that they do ... especially on top of other challenges presented in current economic conditions.

We have assembled an expert panel of diversity specialists—with a special guest from Best Buy's diversity recruitment team—for a “back to the basics...but still best practice” overview of the ideals companies should be employing to keep diverse and, ultimately, compliant in current times, thus helping them to avoid fines, offset unnecessary costs and save money, all through smart and savvy onboarding practices.

How Best Buy Finds the Best Talent in the Communities it Serves

Only 45% of households with income less than \$50,000 have Internet access in their home. Given this, employers who broaden their community-based recruitment focus will be afforded new opportunities to uncover a diverse array of hard-to-reach candidates—including those who are not wired for the Internet and cannot access job boards, and therefore rely on the resources provided by local community organizations to find jobs (e.g., state job agencies/Veterans & disability assistance organizations).

Employers with a commitment to community-based recruiting are more prepared for compliance when it comes to Affirmative Action, Equal Opportunity Employment, and Office of Federal Contract Compliance Programs (OFCCP) reporting requirements. Simultaneously, they are establishing the types of relationships that reflect their outreach efforts in a consistent manner across all applicants—in accordance with compliance regulations.

Through our presentation and panel discussion, we will show HR executives, managers and specialists how a company like Best Buy taps into innovation, in conjunction with community-based initiatives and under-utilized labor sources, to foster the types of relationships necessary for Affirmative Action, Equal Opportunity Employment, and OFCCP compliance.

Further, our panel will highlight best practices and case study results, based on companies that have expressed a deep commitment to community-based recruitment and subsequently achieved higher compliance and retention rates.

Wake up to the Untapped Workforce

The primary focus of this presentation will be providing insight to who is the Untapped Workforce and why you need to know about them. How this workforce is related to OFCCP's new directives, your diversity and Inclusion initiatives and ROI. This session will discuss practical solutions, provide suggestions to be able to make the best choices and uncover ROI's that YOU can bring back to your company and implement quickly. Throughout the workshop a variety of tools and examples will be shared.

Learning objectives:

1. Understanding a larger pool of untapped talent to recruit or retain.
2. Variety of practical solutions to meet the new directives under Section 503 and stay compliant.
3. Implementation suggestions that can work in any environment.
4. How HR can be a revenue producing department directly affecting the bottom line.

We will provide case studies of current companies who have put these practical tools in place.

Is Your Organization LinkedIn? Social Media: A Fad or the Real Thing?

This is not your typical "Social networking" session! Social media and social networking sites are changing the way employers manage their businesses. Organizations wishing to engage in social networking need to understand their business needs before embarking on this journey through cyberspace. Facebook, LinkedIn, Twitter and many other sites are revolutionizing the workplace. Now an organization can meet the needs of its customers while at the same time engage their employees in the business. Will your company's culture embrace or reject this new technological wave? Discover where social media and social networking may lead your organization in this informative session.

Making the Square Peg Fit the Round Hole: Developing AAPs for Academic Institutions

Anyone who has ever attempted to put together an Affirmative Action Plan for a University knows that understanding the regulations just isn't enough. Are employed students employees? What about lecturers, adjunct faculty, and other seemingly "seasonal" staff? The Census codes don't allow the level of detail that we want in our availability baseline data, so what can be used instead? When should the AAP year start and end? How do we reconcile academic policies with our obligations under the regulations? What is the best approach for attaining "voluntary compliance" in an academic culture? We will discuss all of these questions and more, including those raised in the session.

2010 Calendar of Events

DATE	TOPIC	LOCATION
March 2, 8:30-10:00 COST: Members FREE Nonmembers \$100	Affirmative Action Plans A to Z, SESSION 2: <i>Data Integrity</i> <i>(Registration form attached)</i>	Blood Systems 4405 E. Cotton Center Blvd., Suite 120, Phoenix
March 30, 9:00-10:30 COST: Members FREE Nonmembers \$100	Affirmative Action Plans A to Z, SESSION 3: <i>Compliance Evaluations</i> <i>(Registration form attached)</i>	American Express 18850 N. 56 th Street, Phoenix
April 27, 8:00-4:00 COST: Members \$100/\$125 Nonmembers \$150/\$175	35th Annual Membership Conference <i>(Registration form attached)</i>	Black Canyon Conference Center 9440 North 25 th Avenue, Phoenix
May 18, 8:30-10:00	Applicant Tracking	Jobing.com 4747 N. 22 nd Street, Phoenix
June, July Summer Break	June, July Summer Break	June, July Summer Break
August 3-6	28th Annual ILG National Conference	Red Rock Resort Las Vegas, NV
September 21, 8:30-10:00	Expert Panel Discussion on Testing	Sundt 2620 S. 55 th Street, Tempe
October 19, 8:30-10:00	Diversity Month	MARC Center 924 N. Country Club Dr., Mesa
November 16, 7:30-4:00 COST: Members \$100/\$125 Nonmembers \$150/\$175	13th Annual Compliance Conf	TBA
December 7, 7:30-10:00 COST: Members FREE Nonmembers \$75	Annual Members Only Holiday Roundtable	Jobing.com 4747 N. 22 nd Street, Phoenix

Membership has its benefits! In addition to substantial discounts to all Quad A sponsored activities – watch for additional new benefits to be announced in the coming year. JOIN NOW and SAVE!

Affirmative Action Plans from A to Z 3-Part Series

January 19

8:30-10:00 a.m.
Jobing.com, 4747 N. 22nd Street, Phoenix

**Part I: Writing, Managing,
Communicating, Reporting**

March 2

8:30-10:00 a.m.
Blood Systems, 6210 E. Oak St, Scottsdale

Part II: Data Integrity

March 30

9:00-10:30 a.m.
American Express, 18850 N. 56th Street, Phoenix

Part III: Compliance Evaluations

Please mark each session you plan to attend:

	<u>Members</u>	<u>Nonmembers</u>
<input type="checkbox"/> Parts I, II & III	\$0	\$300
<input type="checkbox"/> Part I	\$0	\$100
<input type="checkbox"/> Part II	\$0	\$100
<input type="checkbox"/> Part III	\$0	\$100

Total Registration Paid: \$ _____

Member Name: _____

Company Name: _____

Title: _____

Mailing Address: _____

Phone: _____ Fax: _____

E-mail: _____

Referred By: _____

Visa MC Am Ex Name on card: _____

Card # _____ Expires: _____

Please return this registration form along with a check made payable to Arizona Affirmative Action Association to our office at P.O. Box 1848, Phoenix, AZ 85001 or efax your credit card registration to (623) 321-6016.

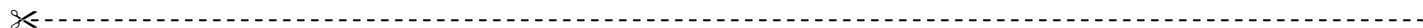


Black Canyon Conference Center
9440 North 25th Avenue, Phoenix, AZ

35th Annual Quad A/AILG Conference

Tuesday, April 27, 2010

7:00	Registration	11:00	Is Your Organization LinkedIn? Social Media: A Fad or the Real Thing? Karen Stafford, MHRM, SPHR, OD Consultant Mountain States Employers Council (Denver, CO)
8:00	Welcoming Remarks John Garza, President, Quad A Chair, Arizona Industry Liaison Group JAG SPECIALTIES, LLC	12:00	LUNCH
8:15	Best Practices in Workforce Diversity Panel Presentation: Monica Saenz, ERPL, Best Buy Co. Inc. Geoffrey M. Dubiski, CTS, Summer Grace Kitty Leggieri, Director-BD, Maximus (Columbia, MD)	1:15	BEST BUY: How to Find the Best Talent in Your Community Panel Presentation: Mark Nagel, Director of GEP, Best Buy, Inc. Jim Lanzalotto, Principal, Scanlon Lewis Mark S. Andrekovich, Chief-HC- Maximus (Columbia, MD)
9:30	BREAK	2:30	Making The Square Peg Fit The Round Hole: Developing AAPs for Academic Institutions Marilynn L. Schuyler, Special Counsel Cooley Godward Kronish LLP (Washington, DC)
9:45	Wake Up to the Untapped Workforce Sheridan Walker, President HirePotential, Inc. (Denver, CO)	3:45	Closing Remarks & Adjourn



REGISTRATION

35th Annual Quad A/AILG Conference

(One per attendee, please, Cost Includes Lunch & All Materials)

Payments received by April 1:	\$100 Members	\$150 Nonmembers
Payments received after April 1:	\$125 Members	\$175 Nonmembers

Name: _____ Email A: _____

Organization: _____ Work Phone: _____

Mailing Address: _____

City, State & Zip: _____

For AMEX/Visa/MasterCard Payments, fax registration to 623/321-6016:

Card # _____ Expiration: _____

If paying by check: Please make checks payable to Arizona Affirmative Action Association and mail together with registration form to: AAAA, P. O. Box 1848, Phoenix, AZ 85001. For further information, contact us at azquada@aol.com or call Chris Weakland, 602-377-0404 or John Garza, 602-300-2023. Please advise us if you require special dietary or physical accommodations.

Quad A's 35th Annual Conference
is sponsored by





DEPARTMENT OF ECONOMIC SECURITY

Your Partner For A Stronger Arizona



Arizona Workforce Connection
Career Fair 2010
Your One-Stop Connection...

EMPLOYERS

REGISTER TODAY

\$149.00 Early Bird Employer Registration Fee (prior to March 1, 2010)
\$199.00 Employer Registration Fee (March 1, 2010 and later)

Complete the registration on the reverse side to guarantee your company participates at this “**must-attend**” event.

Wednesday, March 31, 2010

10 a.m. to 3 p.m.

Arizona State Fairgrounds

Exhibit Building

1826 W. McDowell Rd, Phoenix

Free Parking

Career Fair 2010 - Registration Form

Registration fee includes: 10-ft. x 10-ft. professional booth,
1 table, 2 chairs, 1 wastebasket.

Company Name: _____
(as you wish it to appear on your booth sign)

Contact Name : _____

Contact's Phone: (____) _____

Fax: (____) _____

E-mail Address: _____

Mailing Address: _____

City/State/Zip: _____

Will you need electrical hookup? (\$50 charge) Yes / No (circle one)

Payment Information - An invoice will be emailed to your company contact.

To guarantee your company's attendance, please mail your registration to:

815 N. 18th Street
Phoenix, AZ 85006

Or

STrebizo@azdes.gov

Thank you for participating. If you have questions regarding your registration, please contact our Arizona Workforce Connection Representative at 602-307-9016 ext. 1619.

Equal Opportunity Employer/Program * Under Titles VI and VII of the Civil Rights Act of 1964 (Titles VI & VII), and the Americans with Disabilities Act of 1990 (ADA), Section 504 of the Rehabilitation Act of 1973, and the Age Discrimination Act of 1975, the Department prohibits discrimination in admissions, programs, services, activities, or employment based on race, color, religion, sex, national origin, age, and disability. The Department must make a reasonable accommodation to allow a person with a disability to take part in a program, service or activity. Auxiliary aids and services are available upon request to individuals with disabilities. For example, this means if necessary, the Department must provide sign language interpreters for people who are deaf, a wheelchair accessible location, or enlarged print materials. It also means that the Department will take any other reasonable action that allows you to take part in and understand a program or activity, including making reasonable changes to an activity. If you believe that you will not be able to understand or take part in a program or activity because of your disability, please let us know of your disability needs in advance if at all possible. To request this document in alternative format or for further information about this policy, contact your local office manager; TTY/TDD Services: 7-1-1

2010 Quad A Membership Application

Thank you for your continuing interest in and support of the Arizona Affirmative Action Association (Quad A). Our members include professionals in the fields of human resource management, equal employment opportunity, affirmative action, workplace diversity and other related fields. For over 25 years, Quad A has been providing its members with quality, up-to-date information through workshops, seminars and conferences. Your membership entitles you to a monthly newsletter, quarterly meetings/workshops, seminars, the Annual Conference (in April) and Compliance Conference (in the fall). Most activities are included in your membership; others are offered at a substantial discount. At only \$75 per year (Jan-Dec), membership in Quad A is a true value for the money. *(Individual memberships only; no organizational memberships at this time.)*

Goals of the Arizona Affirmative Action Association are to:

- Promote equal employment opportunity, diversity and affirmative action in the workplace.
- Promote awareness and recognition in the workplace and the community of the benefits of taking affirmative action to provide equal employment opportunities
- Share and disseminate up-to-date information on EEO, AA and diversity issues, legislation, judicial decisions, best practices and trends.
- Provide an opportunity for professionals interested in EEO, AA and diversity issues to network and communicate.

Membership fee in Quad A is a qualified tax deduction. To renew your annual membership, or to apply as a new member, please complete the following information and return it along with a check for \$75 made payable to the *Arizona Affirmative Action Association* to our office at P.O. Box 1824, Phoenix, AZ 85001.

NOTE: Please provide us with an e-mail address to which we can send your monthly newsletter. Quad A is a nonprofit 501(c)3 organization (TIN 86-0966437), and e-mailing saves the Association a considerable amount on printing and postage each month. THANK YOU!

MEMBERSHIP APPLICATION/RENEWAL

Member Name: _____

Company Name: _____

Title: _____

Mailing Address: _____

Phone: _____ Fax: _____

E-mail: _____

Visa MC Am Ex Name on card: _____

Card # _____ Expires: _____

Please return this renewal form along with a check or credit card for \$75 made payable to Arizona Affirmative Action Association to our office at P.O. Box 1848, Phoenix, AZ 85001 or eFAX to (623) 321-6016.



The Arizona, Las Vegas and Hawaii ILG's are privileged to host the 28th Annual Industry Liaison Group National Conference
United in Equality... Believe It, Achieve It

August 3 - 6, 2010

REGISTER NOW @
<http://www.ilgnvegas2010.com/>

The Conference will be held at the beautiful



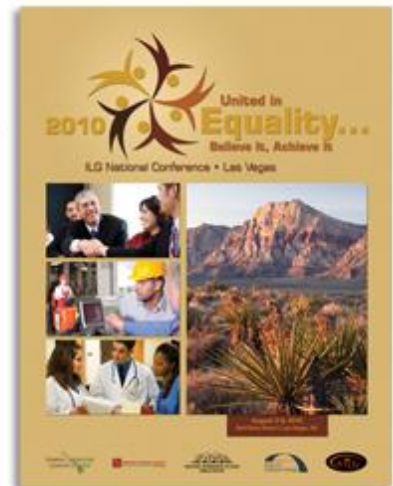
Conference room rates start at \$159 per night. Our group password is **NLG**. You may also book your room by calling

1-866-767-7773

Group Code: **NATLIAISON**

save the date

ILG Vegas Conference 2010



Red Rock | Casino • Resort • Spa Las Vegas

