

Corporate Affirmative Action risks are changing – especially for employers with 50 or more employees.

This valuable Affirmative Action Plan (AAP) Workshop will give you the information you need, including:

- Clarify the seven types of affirmative action
- Help your business identify the AAP rules that apply to you and your organization
- Provide an overview of the regulations and emerging enforcement issues



Affirmative Action Compliance Workshop Details

DATE: Tues., Feb 23, 2010

TIME: 8:30am – Noon

LOCATION: Bechtel Board Rm, Tri-Cities Business Center, 7130 W. Grandridge Blvd., Kennewick, WA 99336

INVESTMENT:
A.I./TRIDEC members: \$85
Non-members: \$130

To register, or for more information:
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Recovery & Reinvestment Act Funds are affected!

Attention: Federal Contractors and Subcontractors! Corporate Affirmative Action risks are changing. Are you in compliance?

Who Should Attend:

General Managers, CEO's, CFO's, Procurement Managers, Human Resource Executives and Professionals. Representatives of any business with \$10,000 or more in annual revenues connected to federal contract work.

You Will Learn:

- The seven types of Affirmative Action and who is covered
- What the regulations require under and over \$50K in revenue
- How to create job groups to analyze gender and ethnicity
- How to use advanced statistical and computerized shortcuts to your advantage
- New federal audit programs and enforcement
- Recent record-keeping requirement changes
- Potential penalties
- How to focus on the value-added link between employee development, affirmative action and diversity

Presenter: Bill Sweigert

Bill Sweigert's work in Equal Employment Opportunity (EEO) and AAP compliance dates from 1972.

The Vice President of HR and Training Services for Associated industries (A.I.) headquartered in Spokane, he has created AAP software handling the latest requirements, successfully performed hundreds of compliance reviews for employers around the U.S. and has been published in *HR Magazine*.

Bill has helped employers successfully respond to discrimination claims by the OFCCP, EEOC and State FEPA's. He is active in the Industry Liaison Group with the OFCCP's Pacific Region and teaches a variety of HR subjects at Gonzaga University School of Business.

Cosponsored by TRIDEC:
The Tri-City Development Council



If you have limited time or resources, Associated Industries (A.I.) Human Resource experts can work with you to prepare your Affirmative Action Plan. Outsourcing to A.I. means getting an inclusive, compliant plan delivered with minimal work for you or your staff. Recognized as a leader in affirmative action compliance, A.I. has helped hundreds of companies prepare comprehensive, compliant plans.



Associated Industries

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