



**REGISTRATION** **EVENT**  
**Monday, March 31**

12:00 PM – 6:00 PM	Registration/Hospitality Desk Open
5:00 PM – 6:30 PM	Reception for Attendees

**CONFERENCE** **EVENT** **SPEAKER(S)**  
**Tuesday, April 1**

7:00 AM – 5:00 PM	Registration	
7:00 AM – 8:00 AM	Continental Breakfast and Exhibits	

**PLENARY SESSION**  
 8:00 AM – 8:30 AM Welcome and Remarks from OFCCP Regional Director Ronald Sullivan\*

**BREAKOUT SESSION 1**  
 8:30 AM – 9:45 AM

<b>Workshop 1:</b> Foundations Series Part 1: AAP History, Laws & First Steps	Nick Paul (Kairos Services)
<b>Workshop 2:</b> Workplace Policy in the New Administration	Michael Eastman (Center for Workplace Compliance)
<b>Workshop 3:</b> Key Steps for Attracting and Retaining a Diverse Workforce	Claudia Schabel (Schabel Solutions, Inc.)

9:45 AM – 10:15 AM Break and Exhibits

**BREAKOUT SESSION 2**  
 10:15 AM – 11:30 AM

<b>Workshop 1:</b> Foundation Series Part 2: AAP Reports: Metrics & Analyses	Nick Paul (Kairos Services); Matt Nusbaum (Berkshire Associates)
<b>Workshop 2:</b> Assess the Assessment: Evaluating Artificial Intelligence Tools for Compliance	Brian Marentette and Dan Kuang (Resolution Economics)
<b>Workshop 3:</b> Strategies for Navigating OFCCP Desk Audit Requests	Andrew Turnbull and Danielle Rich (Morrison Foerster)

11:30 AM – 12:30 PM Lunch

**BREAKOUT SESSION 3**  
 12:30 PM – 1:45 PM

<b>Workshop 1:</b> Foundation Series Part 3: Drilling Down into the Data	Will Waymel (Kairos Services)
<b>Workshop 2:</b> Thoughts on Compiling and Assessing Your Compensation Data	Alissa Horvitz and Joshua Roffman (Roffman Horvitz, PLC)
<b>Workshop 3:</b> Presentation by OFCCP	*OFCCP Representatives

1:45 PM – 2:15 PM Break and Exhibits

**BREAKOUT SESSION 4**  
 2:15 PM – 3:30 PM

<b>Workshop 1:</b> Mind the Gaps: Navigating the Nuances of Effective AAP Implementation	Kevin Fitzpatrick (PepsiCo); Christopher Patrick (Jackson Lewis P.C.)
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<b>Workshop 2:</b> OFCCP's New Audit Scheduling Letter & Strategies for Success	Mickey Silberman (Silberman Law PC)
<b>Workshop 3:</b> Does My AI Have AI? Best Practices for Artificial Intelligence	Christopher Durham (Duane Morris LLP); Valentin Estevez (Charles River Associates)

3:30 PM – 3:45 PM

Break and Exhibits

**BREAKOUT SESSION 5**

3:45 PM – 5:00 PM

<b>Workshop 1:</b> The Future of Race and Ethnicity Standards	Judy Julius (EEO Consulting, LLC)
<b>Workshop 2:</b> OFCCP Audit Debacles: Top 10 Common Pitfalls	Michelle Duncan, Lisa Marsh (Jackson Lewis P.C.)
<b>Workshop 3:</b> How to Talk About "Affirmative Action"	Matt Nusbaum (Berkshire Associates)

5:00 PM – 6:00 PM

Reception for Attendees

**CONFERENCE  
Wednesday, April 2**

**EVENT**

**SPEAKER(S)**

7:00 AM – 3:00 PM

Registration

7:00 AM – 8:00 AM

Continental Breakfast and Exhibits

**BREAKOUT SESSION 6**

8:00 AM – 9:15 AM

<b>Workshop 1:</b> OFCCP's "Second Line" – Predictions for the New Administration	Brian Barger (McGuire Woods)
<b>Workshop 2:</b> A Compliant Workplace is Easy; An Inclusive One Isn't	Nadine Vogel (Springboard Consulting)
<b>Workshop 3:</b> Pay Equity Around the World	Patrick McNiel, Charles McGhee (Affirmity)

9:15 AM – 9:30 AM

Break and Exhibits

<b>Workshop 1:</b> OFCCP Enforcement and Policy Update	David Cohen (DCI Consulting Group, Inc.)
<b>Workshop 2:</b> Strong & Simple-Building AAP Foundations in Complex Organizations	Mark Nagel (EssilorLuxottica)
<b>Workshop 3:</b> Navigating Diversity & Corporate Responsibility in 2025 and Beyond	Laura Mitchell (Jackson Lewis P.C.)

10:45 AM – 11:15 AM

Break and Exhibits

**BREAKOUT SESSION 8**

11:15 AM – 12:30 PM

<b>Workshop 1:</b> Presentation by OFCCP	*OFCCP Representatives
<b>Workshop 2:</b> OFCCP Pay Equity Analysis and Beyond	Kevin Weissman and Rose Mesina (Resolution Economics)
<b>Workshop 3:</b> OFCCP's Rules on Resume Database Searches (including LinkedIn)	Joe Lakis (NT Lakis, LLP)

12:30 PM – 1:30 PM

Lunch

**BREAKOUT SESSION 9**

1:30 PM – 2:45 PM

<b>Workshop 1:</b> A New Problem for Supply & Service Contractors: Construction Compliance Reviews	Evan Szarenski and Cassie Alfheim (DCI Consulting Group, Inc.)
<b>Workshop 2:</b> What Contractors Can Expect Under The New Administration (Whichever It May Be)	Meredith Gregston (Hunton Andrews Kurth LLP); Craig Leen (K&L Gates)
<b>Workshop 3:</b> Not-So-Scary: How to Manage High-Risk Hiring	Danny Petrella (Employment Advisory Services, Inc.)

2:45 PM – 3:15 PM

Break and Exhibits

**BREAKOUT SESSION 10**

3:15 PM – 4:30 PM

<b>Workshop 1:</b> Mitigating “Campus-Like Setting” Audit Risks: Strategic Lessons	Chris Chrisbens and Krystal Welland (Silberman Law PC)
<b>Workshop 2:</b> Unraveling the Tapestry of Pay Equity & Pay Transparency Laws	Sheila Abron (Fisher Phillips, LLP)
<b>Workshop 3:</b> Demystifying Adverse Impact in your AAP – A Deep Dive	Beth Ronnenburg and Kristen Johnson (Berkshire Associates)

4:30 PM

Evening Open

**CONFERENCE**  
**Thursday, April 3**

**EVENT**

**SPEAKER(S)**

7:00 AM – 8:00 AM

Continental Breakfast

8:00 AM – 8:15 AM

Announcements

Conference Organizers

**PLENARY SESSION**

8:15 AM – 9:30 AM

Beignets with Bob – A Discussion with OFCCP Director of Enforcement

\*Robert LaJeunesse (Director of Enforcement, OFCCP)

9:30 AM – 9:45 AM

Break

**PLENARY SESSION**

9:45 AM – 11:00 AM

“Your Questions Answered/Breaking News”

Panel

11:00 AM – 11:15 AM

Break

**PLENARY SESSION**

11:15 AM – 12:15 PM

A View from the Office of Policy and Program Development

\*Tina Williams (Director of Policy and Program Development, OFCCP)

12:15 PM

Conference Closing

Conference Organizers

*\*Invited*