

Quad A

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(602) 377-0404

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

35th Annual Conference April 27, 2010

*See conference details and registration
information in this newsletter.*

**We have devoted this issue of our newsletter
to profiling our conference speakers
beginning on page 2.**

We look forward to seeing you on April 27th!

May 18 Membership Meeting Applicant Tracking

Time: 8:30-10:00 a.m.

Location: Jobing.com

4747 N. 22nd Street, Phoenix

Please RSVP: azquada@aol.com

SPEAKERS' PROFILES

Geoffrey M. Dubiski

*Chief Talent Scout, Principal & Managing Director
Sumner Grace & Associates*

With over fifteen years of business experience, twelve directly related to human resource functions, Geoffrey's experience spans public and private sector work to include the Massachusetts Commission Against Discrimination (MCAD), an executive compensation consultant with Towers Perrin in New York City and was an operational executive with one of the largest National staffing firms directing large scale workforce engagements.

Geoffrey has supported Fortune 100 Companies including GE, Scientific- Atlanta a Cisco company, Ingersoll-Rand, Monsanto/Searle and Motorola. During the past decade as a P&L manager he has facilitated \$1B in client expenditures in the human capital markets and overseen the fulfillment of 240,000 positions.

Outside professional interests include advisory roles with two small businesses and co-chair of the Education and Workforce Development Subcommittee for the Capital District's Regional Development Strategy Committee based in Albany NY.

Geoffrey is a member of the Center for Economic Growth's Board of Directors, Capital Region Recruiters Network, SHRM, CRHRA, and is a volunteer with Junior Achievement Success Skills seminars. He was recently elected to the Board of Trustees of Make-A-Wish of Northeast NY and Chairs the Board Governance Committee. Geoffrey is also a recent member of the Human Capital Institute's (HCI) Expert Panel for the Recruitment Education Track.

Geoffrey holds a Bachelor of Business Administration and Master of Science degrees from the University of Massachusetts.

Mark S. Andrekovich

*Chief of Human Capital
President, MAXIMUS Tax Credit and Employer Services
MAXIMUS, Inc.*

Mark S. Andrekovich has served as MAXIMUS Chief of Human Capital since September 2005. Since September 2008, he has also served as the President of the MAXIMUS Tax and Employer Services Division. Mark regularly speaks at HR—associated conferences, and is deeply committed to sharing the latest technological trends surrounding the industry, as a member of various HR groups and executive roundtables.

Prior to joining MAXIMUS, he worked for Banister International, a private human capital and executive search firm in Philadelphia, Pennsylvania, where he served as practice leader from May 2003 to September 2005. In addition, he has more than 20 years of comprehensive human resources experience with multi-national companies such as General Electric, Nordson Corporation and Cytec Industries.

Mr. Andrekovich holds a B.S. in business administration from Clarion University of Pennsylvania and an M.B.A. from Monmouth University.

Sheridan Walker

President

HirePotential, Inc.

Sheridan Walker, President, HirePotential, is a founder and director of this leading national consulting and staffing firm which delivers end-to-end services to corporations, helping them with compliance, accommodations, and recruitment of the Untapped workforce which defined as people with disabilities, veterans and the aging workforce. An expert in the disability field with 25 years of broad-based experience, she brings her considerable expertise to her clients.

Prior to founding HirePotential, Ms. Walker was a corporate program manager of the REACH disability and diversity national recruiting solution for an IT Staffing and Management Company, Alternative Resources Corporation (A•R•C), where she was responsible for creating and implementing the company's REACH Program which generated over \$7 millions in revenue and \$250,000 in tax credits in the first year.

Ms. Walker has also held several professional positions in healthcare spanning from trauma to post-acute treatment. She has been a treating therapist, supervisor, program manager and account executive, and she is a featured lecturer speaking on many topics related to the employment. She is certified with the American Board of Disability Analysis and has served on the USBLN, COBLN and the Denver Mayor's Commission of People with Disabilities.

Karen Stafford, MHRM, SPHR

Organizational Development Consultant

Mountain States Employers Council

With over twenty years of human resources experience, Karen has served in senior management and HR consulting positions in a variety of business settings. From non-profit agencies and small businesses to Fortune 500 corporations, Karen's expertise spans the industries of property casualty insurance, family entertainment, health care, and banking. With Mountain States Employers Council since 2004, Karen has counseled and trained hundreds of members and other HR professionals on the topics of supervision, leadership development, human resources, workplace harassment prevention, performance management, and employment law.

A graduate of the University of Hawaii, Karen holds a Master's degree in Human Resource Management and is a certified instructor in several leadership, human resources, and teambuilding courses. Karen is also on faculty with a local university and regularly presents at local, state and national conferences.

Jim Lanzalotto

Principal

Scanlon Louis

Jim Lanzalotto, Principal of Scanlon.Louis, is an award-winning marketing and eBusiness leader with nearly 25 years of direct, leading-edge experience for some of America's highest-impact B2B brands.

Jim is a sought after writer and speaker on the economy, customer relationships, eBusiness and technology and marketing integration. In the past few years, he has spoken on these topics to groups such as The Conference Board, Staffing Industry Analysts, Americas SAP Users Group, the Australian Business Travel Association and FOX News.

Jim also previously served as the vice president of Strategy & Marketing for Yoh, a Philadelphia-based talent and outsourcing service provider.

Marilynn L. Schuyler
Special Counsel
Cooley Godward Kronish, LLP

Marilynn L. Schuyler is Special Counsel at Cooley Godward Kronish LLP. She provides advice and counsel to clients on all aspects of Affirmative Action and OFCCP compliance. A significant part of her practice is devoted to the development of Affirmative Action Plans for universities and other academic institutions. Prior to her legal career, Ms. Schuyler was the Affirmative Action Officer for the University of California, Office of the President.

Ms.Schuyler began her professional career at the Department of Labor, and served in the Oakland District Office of the OFCCP as Assistant District Director, and in the San Francisco Regional Office as a Liaison. She also worked as the Department of Labor's Affirmative Action Officer, and as the San Francisco Regional Office Civil Rights Officer.

Prior to joining Cooley, Ms. Schuyler was a Senior Attorney and Director of Affirmative Action Program Development at Morgan Lewis & Bockius LLP. Ms. Schuyler graduated from Georgetown University Law Center, and earned her B.A. in Economics from the University of California, Berkeley. She is admitted to practice law in California, Maryland, the District of Columbia, and the US. Supreme Court.

2010 Calendar of Events

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



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: Geoffrey M. Dubiski, CTS, Summer Grace Mark S. Andrekovich, Chief-HC- Maximus (Columbia, MD)	1:15	How Employers Find the Best Talent in the Communities They Serve Jim Lanzalotto, Scanlon Lewis Mark S. Andrekovich, MAXIMUS, Inc. (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



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



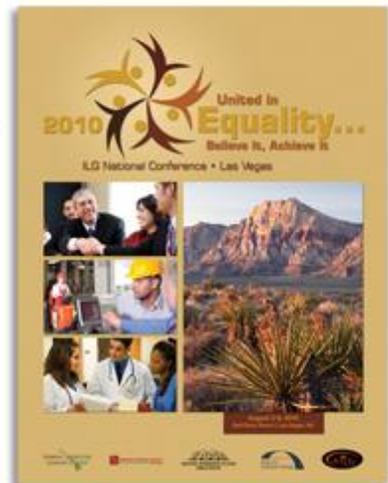
Conference room rates start at \$159 per night. Our group password is **NLG**. You may also book your room by calling

1-866-767-7773

Group Code: **NATLIAISON**

save the date

**ILG Vegas
Conference 2010**



Red Rock | Casino • Resort • Spa Las Vegas

