



Arizona Industry Liaison Group Affiliate

April 2011

Quad A News

36th Annual Conference

April 19, 2011

“Recruiting for a Competitive Advantage”

7:00 Registration	1:00 Super-Charged Online Recruiting
8:00 Welcoming Remarks	Shannon Offord, Director, Business Development DirectEmployers Association (Sponsor)
John Garza, President, Quad A Chair, Arizona Industry Liaison Group President, JAG Specialties, LLC	2:15 BREAK
8:30 Best Practices in Military Recruitment	2:30 Panel Discussion: Are You Recruiting Local Talent?
Chad Sowash, VP Business Development DirectEmployers Association (Sponsor)	Command Sergeant Major Max Butler Arizona National Guard
10:00 BREAK	Erin Onacki Southwest Autism Research & Resource Center (SAARC)
10:15 Convincing Hiring Managers to Hire Affirmatively	Patrick Burkhart, Assistant Director Maricopa Workforce Connections
Julia Mendez, PHR, CELS Director, Workforce Compliance & Diversity Solutions Peopleclick Authoria (Sponsor)	4:00 Closing Remarks John Garza, President, Quad A
12:00 LUNCH	

Inside this issue:

36th Annual Conference Agenda	1
Conference Registration Form	2
Speaker Profiles	3-5
2011 NILG Conference Invitation	6
From the Desk of the USDOL	7-8
From the Desk of the EEOC	8-9
2011 Membership Application	10
2011 Calendar of Events	11
Quad A Contact Information	11

Sponsored by



We thank our sponsors for making it possible to discount the registration costs for this year's conference:

Members: \$50

Nonmembers: \$125

(includes 2011 Membership)

See azquada.org for BONUS offer to bring a colleague @ 1/2 price = \$25!

Registration form and Speakers' Profiles are included in this issue.



**6.0 General Credits
Pending**

36th Annual Conference

April 19, 2011

“Recruiting for a Competitive Advantage”

7:00	Registration	1:00	Super-Charged Online Recruiting Shannon Offord, Director, Business Development DirectEmployers Association (Sponsor)
8:00	Welcoming Remarks John Garza, President, Quad A Chair, Arizona Industry Liaison Group President, JAG Specialties, LLC	2:15	BREAK
8:30	Best Practices in Military Recruitment Chad Sowash, VP Business Development DirectEmployers Association (Sponsor)	2:30	Panel Discussion: Are You Recruiting Local Talent? Command Sergeant Major Max Butler Arizona National Guard Erin Onacki Southwest Autism Research & Resource Center (SAARC)
10:00	BREAK		
10:15	Convincing Hiring Managers to Hire Affirmatively Julia Mendez, PHR, CELS Director, Workforce Compliance & Diversity Solutions PeopleClick Authoria (Sponsor)	4:00	Closing Remarks John Garza, President, Quad A
12:00	LUNCH		



6.0 HRCI Credits
Pending

REGISTRATION

Register online: www.azquada.org

See azquada.org for *BONUS* offer to bring a colleague @ 1/2 price = \$25!

\$50

Current 2011 Members

\$125

Nonmembers (Includes 2011 Membership)

Name: _____

Email: _____

Organization: _____

Work Phone: _____

Mailing Address: _____

City, State & Zip: _____

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, check our website at www.azquada.org or 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.

**Special THANKS to
this Year's Sponsors:**

DirectEmployers
a nonprofit association of employers

**Peopleclick
Authoria**

36th Annual Conference

1/2 Price BONUS Registration

This offer is extended to all currently registered Quad A Members who wish to sponsor a colleague to attend at 1/2 Price = \$25.00.

Name of Quad A Member already registered for the conference: _____

Name of person registering at 1/2 Price (\$25): _____

Organization: _____ Work Phone: _____

Mailing Address: _____ Email: _____

City, State & Zip: _____

COST: \$25.00 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, check our website at www.azquada.org or 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.

***Again, we thank this year's
Conference Sponsors
for making this BONUS
"Buy One Get One 1/2 Price"
offer possible!***

DirectEmployers
a nonprofit association of employers

**Peopleclick
Authoria**

Speakers' Profiles

From DirectEmployers...



Shannon Offord

Director, Business Development
DirectEmployers Association

Shannon has over 12 years of experience in the HR/online recruitment industry working for companies such as Aerotek and Monster.

Shannon is currently responsible for building and maintaining the Association's partnerships and alliances. He has had the opportunity to learn from the brightest minds in the industry, including founder of online recruiting, Bill Warren. In addition to his duties at DirectEmployers Association, Shannon serves on the Board of Directors at teknetex, Inc.

Prior to taking on his current role, he assisted several Fortune 500 companies with building their diversity, disability, and online recruitment strategies. He also has experience recruiting and training recruiters on sourcing and cold calling techniques.

Shannon attended Anderson University, where he received a BA in Communication (Public Relations) in 1997. While in college, he spent a semester in Londonderry, Northern Ireland, studying



Chad Sowash

VP, Business Development
DirectEmployers Association

Chad is a leading authority in the online recruiting and marketing space, a result of working his way up through the online industry ranks since 1998 with Online Career Center, Monster and currently with DirectEmployers Association.

Chad's team is responsible for many aspects of Association business which include leading the National Labor Exchange efforts and developments, distributing jobs to veterans through VetCentral, fostering alliances, partnerships and uncovering innovative technologies and business opportunities. Chad's experience developed quickly by working side by side with online recruiting industries top talent to include online recruiting founding father, Bill Warren. Chad interfaces daily with talent acquisition leaders from the Fortune 500 keeping him in tune with the ever changing talent market and industry innovation.

Chad's leadership skills stem from his 20 years of experience in the U.S. Army and U.S. Army Reserve where he attended many leadership schools, worked as an Infantry Drill Sergeant and is a combat veteran. Chad's unit was activated in March of 2008 to serve the same soldierization mission (Basic Training) it had performed in 2004-2006 at Fort Benning, GA. He was able to complete Level 3 of the Army's Combatives Program, attended the Asymmetric Warfare Group's Marksmanship course, and was recognized by Major General Kirkland on the M9 pistol range for flawless execution and by Major General Barbero, Fort Benning Post Commander, for NBC, CNN, NPR and other media attention stemming from his work with VetCentral. Chad was tasked by MG Barbero to work directly with the Wounded Warriors Transition Battalion Command Group in their efforts to help wounded soldiers find jobs.

Chad has received numerous awards, during his 20 years of service, but is especially proud of receiving the Order of Saint Maurice from the National Infantry Association for conspicuous contribution to the United States Infantry.

**You won't want to miss next month's
Membership meeting:**

"Medical Marijuana in the Workforce"

**Plan now to join us
May 17, 8:30-10:00**

**American Express
18850 N. 56th Street, Phoenix
(no cost to Members and Guests)**

Watch for details in the May newsletter.

Please RSVP to attend at azquada@aol.com.

Speakers' Profiles

From Peopleclick Authoria...



Julia Méndez, PHR, CELS

Director, Workforce Compliance & Diversity Solutions
Peopleclick Authoria

Based in the company's New Orleans office. Ms. Méndez's current duties include overseeing the training programs for customers as well as creating content and delivering training in areas such as equal employment opportunity (EEO) and affirmative action (AA) compliance, EEO-1, VETS-100A, web accessibility for disabled, and reviewing responsibilities of AA and EEO to management. She also has 16 years experience in preparing affirmative action plans, assisting clients through OFCCP compliance reviews, and offering technical assistance both to clients and internal customers.

She was editor of Peopleclick Authoria's PRI Digest electronic newsletter and is now a contributor to the company's online *New EEOSource*. She serves as the Diversity Chairperson for the Workforce Compliance and Diversity Solutions. She has also been invited to speak at national, regional and local conferences on topics such as new veteran classifications, EEO-1 and VETS-100A requirements, web accessibility for persons with disabilities, preparing for an OFCCP compliance review, and EEO/Affirmative Action/Diversity legal requirements.

Ms. Méndez is a graduate of University of New Orleans where she obtained a Bachelor of Science degree in General Business Administration and a Master of Business Administration. She also holds a Professional in Human Resources certification from the Society of Human Resource Management since 1998 and is a Certified Employment Law Specialist from Columbia Southern University.

Memberships in professional organizations include the Louisiana Liaison Group (LLG) where she served in 2007 and 2008 as President and is currently on the Board. She is also a member of the Society for Human Resource Management; Human Resource Management Association of Greater New Orleans, where she has served as Diversity Chairperson since 2007; and served as Personnel Committee Chair for the American Association for Affirmative Action. She also is on the editorial board for IN-SIGHT into Diversity.

From Arizona National Guard...



Max Butler

8th Command Sergeant Major
Arizona Army National Guard

CSM Max Butler first enlisted in June of 1977 and served on active duty until 1985. He joined the Arizona Army National Guard in February of 1989 and has served continuously since that time. CSM Butler assumed the responsibility as Arizona's 8th State Command Sergeant Major on 22 February 2009.

Sergeant Major Butler holds credentials in two military career fields; Aviation Maintenance (67Z) and as a Howitzer Cannoner (13Z). In addition he served as a leadership instructor at the Arizona Military Academy, teaching Primary, Basic and Advanced NCO courses. He has held every significant leadership position in the NCO support channel, including tours as the Command Sergeant Major of the 1/180th Field Artillery Battalion and later as the 153rd Field Artillery Brigade Command Sergeant Major. In addition CSM Butler Served as Command Sergeant Major at Forward Operating Base Q-West Iraq with the 153rd RAOC. Most recently he served as the 215th RTI's NCOES Commandant before assuming the duties as Arizona's 8th State Command Sergeant Major. CSM Butler is on a military leave of absence from Honeywell International while serving as the State Command Sergeant Major.

CSM Butler currently serves Major General Hugo E. Salazar as Arizona's State Command Sergeant Major. He represents and advises The Adjutant General on matters pertaining to policies and actions that effect enlisted Soldiers. He leads the NCO support channel and provides career mentoring and guidance for all senior NCOs throughout the state. CSM Butler is an active public speaker. He invests his time in troop welfare, field inspections, deployment preparation, and other onsite visits on behalf of The Adjutant General.

He is an honors graduate in Occupational Ed from Southern Illinois University—Carbondale and a graduate of the United States Army Sergeants Major Academy. He holds certifications as a Program Management Professional from the PMI Institute, and is Six Sigma Green Belt certified. He is currently pursuing certification as a Lean Six Sigma Black Belt.

Speakers' Profiles

From SCCAC...



Erin Onacki
Employment Services Program
Coordinator
SAARC

Erin Onacki, BS is one of two Employment Services Program Coordinators for SARRC's Vocational and Life Skills Academy. Ms. Onacki completed her Bachelor's degree in Science Communications at the University of Phoenix, is certified in Early Childhood Intervention Practices, and has expertise in Pivotal Response Treatment. She is currently working on her Master's degree in Mental Health Counseling through the University of Phoenix.

Ms. Onacki has almost ten years of experience working with individuals with developmental disabilities. Her experience includes the provision of habilitation services, prevocational and vocational services, teaching life skills classes, and coordinating recreational events and opportunities for practicing social skills. She is also has experience as a supervisor within various habilitation and rehabilitation programs. She has created effective administrative structures, developed policies and procedures, and developed new and innovative programming. One example of this is the evidence based Music and Movement Program she created in 2006 for G.R.E.A.T. Kids Center. This program is still be used today and has demonstrated effectiveness in increasing speech for kids ages 3 - 7 with language delays.

During her tenure at SARRC, Ms. Onacki developed an academy of life skills classes and trains other teachers on the curriculum. She also developed and launched the J.P. Morgan Chase sponsored Ready Aim Get Hired program, a series of workshops preparing individuals for employment while facilitating goal exploration and building confidence.

Ms. Onacki is a highly talented teacher, developing curriculum and facilitating instruction in topics ranging from communication and socialization to budgeting, household chores, and computer skills. In addition to special education training, she also facilitates trainings and workshops for employers, community members, and volunteers to increase autism awareness while providing some concrete skills and interventions for natural supports when helping individuals with ASDs reach their goals. Her energy and passion shine through when Ms. Onacki interacts with and encourages clients. Her positive attitude helps foster hope for the individuals she serves and makes her an effective advocate, teacher, job developer/job coach, and overall life cheerleader.

From Maricopa Workforce...



Patrick J. Burkhardt
Assistant Director, Workforce
Development Division
Maricopa County Human Services
Department

Patrick J. Burkhardt has served as the Assistant Director of Maricopa County's Human Services Department since July 2007. In this capacity he directs the Maricopa Workforce Connections program, a collaboration of several workforce development organizations that serve 150,000 customer visits and dozens of annually. Maricopa Workforce Connections operates on a budget exceeding \$12 million and has been recognized for excellence by the U.S. Department of Labor and the National Association of Counties.

Prior to joining Maricopa County, Mr. Burkhardt founded and directed the Arizona Arts, Sciences and Technology Academy and held several executive level positions at Arizona State University and the ASU Foundation.

Mr. Burkhardt is a published author and is the recipient of the Human Resources Leader of the Year Award from Arizona Business Magazine and for his outstanding service to the Mars Exploration Program by California Institute of Technology's Jet Propulsion Laboratory. He has also served on numerous boards, task force groups and committees in the areas of economic development, social services and civic involvement.

Mr. Burkhardt received his BS and MBA degrees from the University of Toledo.



**The Louisiana ILG
is privileged to host the**

**29th Annual Industry
Liaison Group National
Conference**

“Embrace the Rhythms of Harmony & Equality”
July 25-29, 2011

at the New Orleans Marriott



Register at:

<http://www.ilgconference2011.com>

**Early Registration ends
May 1st so book now to save
\$200 off your registration**

\$495	(2 1/2 day conference) register by April 29
\$645	(3 1/2 day preconference and conference) register by April 29
\$695	(2 1/2 day conference) register after April 30
\$845	(3 1/2 day preconference and conference) register after April 30

From the Desk of... USDOL



US Labor Department launches website for public feedback on regulations

WASHINGTON — The U.S. Department of Labor today announced the availability of a new online tool to collect public feedback on ways to improve regulations and the department's regulatory review process.

The online tool is part of the department's compliance with Executive Order 13563, which calls for federal agencies to detail how they will review existing significant regulations to identify whether regulations may be made more effective or less burdensome.

Members of the public who wish to provide comments or suggestions to improve Department of Labor regulations by modifying, streamlining, expanding or repealing them are encouraged to visit <http://www.dol.gov/regulations/regreview.htm>.

Comments must be received no later than March 31.

US Labor Department's Office of Disability Employment Policy and Partnership for Public Service join forces to increase federal hiring of people with disabilities

WASHINGTON — Kathleen Martinez, assistant secretary of the U.S. Department of Labor's Office of Disability Employment Policy, and Max Stier, president and chief executive officer of the Partnership for Public Service, today signed an alliance agreement to advance President Obama's executive order to increase federal hiring of people with disabilities. By offering federal agencies and related employer/employee organizations technical assistance and research-based model programs, ODEP and the PPS jointly will promote effective disability employment strategies, policies and practices government-wide.

"By working together, ODEP and the PPS will be able to identify what federal agencies need to fulfill the requirements of the executive order, as well as

offer valuable support and resources toward accomplishing those goals," said Martinez.

The Partnership for Public Service is a nonprofit, nonpartisan organization that works to revitalize the federal government by inspiring a new generation to serve and to transform the way government works.

ODEP's mission is to provide national leadership by developing and influencing disability employment-related policies and practices affecting an increase in the employment of people with disabilities. In addition to the Partnership for Public Service, the agency has alliances with several organizations — the Society of Human Resource Management, the U.S. Business Leadership Network and the National Association of Governors' Committees on People with Disabilities — aimed at enhancing the employment of people with disabilities in the private sector.

Arizona underground utility contractor agrees to pay \$750,000 in overtime back wages following US Labor Department investigation

740 employees in California, Arizona and Nevada to be compensated

HESPERIA, Calif. — Arizona Pipeline Co. has agreed to pay \$750,000 in back wages to 740 employees following an investigation by the U.S. Department of Labor's Wage and Hour Division, which found that the company violated the overtime and record keeping provisions of the Fair Labor Standards Act.

The Arizona-incorporated company, which contracts with major utility companies to install underground utilities, has main offices in Hesperia and is licensed in eight states: Arizona, California, Nevada, Utah, New Mexico, Oregon, Washington and Texas. It maintains construction yards in Phoenix and Tucson, Ariz.; Corona and Indio, Calif.; and Las Vegas and Carson City, Nev. The company specializes in gas distribution; long line pipeline; power distribution and transmission; fiber optics placement; engineering and design; and sewer, water and storm drains.

"There is no excuse to deny workers the wages they have worked hard to earn. All businesses have an obligation to pay their employees fairly and must comply with federal labor laws," said Secretary of Labor Hilda L. Solis. "Cheating workers out of time spent on the job — whether performing work-related tasks, traveling or attending a meeting — is unacceptable."

From the Desk of... USDOL



Investigators determined that Arizona Pipeline Co. did not pay employees for pre-shift and post-shift time required for loading and unloading material, cleaning trucks or picking up equipment. Additionally, workers were not compensated for travel time from the company yard to job sites and back, and they were required to attend a one-hour monthly meeting that was unpaid. The company also docked a half-hour lunch time from employees' pay even though they typically had a 15-minute lunch period or worked through their lunch periods.

This investigation was conducted by the Wage and Hour Division's West Covina District Office and covered a two-year period beginning in November 2007. Of the 740 affected employees, 487 are in California, 244 are in Arizona and nine are in Nevada.

The FLSA requires that covered employees be paid for attending required meetings, and for pre-shift and post-shift job duties. Employees also must be paid at least the federal minimum wage of \$7.25 for all hours worked, plus time and one-half their regular rates of pay, including commissions, bonuses and incentive pay, for hours worked beyond 40 per week. Additionally, employers must maintain accurate time and payroll records.

For more information about the FLSA, call the Wage and Hour Division's toll-free helpline at 866-4US-WAGE (487-9243). Information is also available on the Internet at <http://www.dol.gov/whd>.

Why Join Quad A?

For over 35 years, Quad A has been providing its members with quality, up-to-date information through workshops, seminars and conferences. Participating in monthly meetings builds your network of professional contacts in the areas of HR, EEOC, AA, Compensation, and other areas of interest. Membership entitles you to exclusive benefits on our website, monthly newsletters, discounts on quarterly meetings, workshops, seminars, the Annual Conference (in April) and Compliance Conference (in the fall).

For more information and to join us, go to

www.azquada.org

From the Desk of... EEOC



EEOC Announces Final Bipartisan Regulations for the ADA Amendments Act

Regulations Implement Congressional Intent to Simplify Definition of Disability

WASHINGTON – The U.S. Equal Employment Opportunity Commission's (EEOC) final regulations to implement the ADA Amendments Act (ADAAA) are now available on the Federal Register website. Like the law they implement, the regulations are designed to simplify the determination of who has a "disability" and make it easier for people to establish that they are protected by the Americans with Disabilities Act (ADA).

"The ADAAA is a very important civil rights law," said EEOC Chair Jacqueline A. Berrien. "The regulations developed by the Commission to implement the ADAAA clarify the requirements of the law for all stakeholders, which is one of the Commission's most important responsibilities."

"Based on the hard work we did at the Commission over the past months, I am confident that these regulations will work well for both people with disabilities and employers," said Commissioner Chai Feldblum, who joined the EEOC in April, 2010. "It was our job as an agency to carry out the intent of this landmark law and I believe we have done so successfully." Feldblum was one of the lead negotiators on the original ADA as well as on the Amendments Act.

"Just as the ADAAA was the result of a considerable bipartisan effort by Congress, the final rule represents a concerted effort of EEOC Commissioners representing both parties to arrive at regulations that hold true to that bipartisan Congressional intent," said Commissioner Constance S. Barker. "I was pleased to have been able to vote in favor of the final rule."

The ADAAA went into effect on Jan. 1, 2009. In the ADAAA, Congress directed the EEOC to revise its regulations to conform to changes made by the Act, and expressly authorized the EEOC to do so. The EEOC issued a Notice of Proposed Rulemaking seeking comment on proposed implementing regulations on September 23, 2009, and received well over 600 public comments in response. The final

regulations reflect the feedback the EEOC received from a broad spectrum of stakeholders.

The ADAAA overturned several Supreme Court decisions that Congress believed had interpreted the definition of “disability” too narrowly, resulting in a denial of protection for many individuals with impairments such as cancer, diabetes or epilepsy. The ADAAA states that the definition of disability should be interpreted in favor of broad coverage of individuals. The effect of these changes is to make it easier for an individual seeking protection under the ADA to establish that he or she has a disability within the meaning of the ADA.

The ADAAA and the final regulations keep the ADA’s definition of the term “disability” as a physical or mental impairment that substantially limits one or more major life activities; a record (or past history) of such an impairment; or being regarded as having a disability. But the law made significant changes in how those terms are interpreted, and the regulations implement those changes.

Based on the statutory requirements, the regulations set forth a list of principles to guide the determination of whether a person has a disability. For example, the principles provide that an impairment need not prevent or severely or significantly restrict performance of a major life activity to be considered a disability. Additionally, whether an impairment is a disability should be construed broadly, to the maximum extent allowable under the law. The principles also provide that, with one exception (ordinary eyeglasses or contact lenses), “mitigating measures,” such as medication and assistive devices like hearing aids, must not be considered when determining whether someone has a disability. Furthermore, impairments that are episodic (such as epilepsy) or in remission (such as cancer) are disabilities if they would be substantially limiting when active.

The regulations clarify that the term “major life activities” includes “major bodily functions,” such as functions of the immune system, normal cell growth, and brain, neurological, and endocrine functions. The regulations also make clear that, as under the old ADA, not every impairment will constitute a disability. The regulations include examples of impairments that should easily be concluded to be disabilities, such as HIV infection, diabetes, epilepsy, and bipolar disorder.

Following the dictates of the ADAAA, the regulations also make it easier for individuals to establish coverage under the “regarded as” part of the definition of “disability.” Establishing such coverage used to pose significant hurdles, but under the new law, the focus is on how the person was treated rather than on what an employer believes about the nature of the person’s impairment.

The Commission has released two Question-and-Answer documents about the regulations to aid the public and employers – including small business – in understanding the law and new regulations. The

ADAAA regulations, accompanying Question and Answer documents and a fact sheet are available on the EEOC website at www.eeoc.gov/laws/statutes/adaaa_info.cfm.

Belk, Inc. To Pay \$55,000 To Settle EEOC Religious Discrimination Suit

RALEIGH , N.C. – Belk, Inc. will pay \$55,000 and furnish other relief to settle a religious discrimination lawsuit filed by the U.S. Equal Employment Commission (EEOC), the agency announced today. The EEOC had charged in its lawsuit that Belk violated federal law when it failed to accommodate an employee’s religious beliefs and then fired her because of her religion.

According to the EEOC’s lawsuit, during the 2008 Christmas holiday season, Belk, Inc. required Myra Jones-Abid, who worked at Belk’s Crabtree Valley Mall store in Raleigh, to wear a Santa hat and apron. Jones-Abid’s religion, Jehovah’s Witnesses, prohibits her from recognizing holidays, and therefore she declined to wear the holiday garb. On November 27, 2008, Belk terminated Jones-Abid for refusing to wear the apparel.

Title VII of the Civil Rights Act of 1964 requires employers to attempt to make reasonable accommodations to sincerely held religious beliefs of employees as long as this poses no undue hardship. The EEOC filed suit in U.S. District Court for the Eastern District of North Carolina (*EEOC v. Belk, Inc.*, Civil Action No. 5:10-CV-00300) after first attempting to reach a pre-litigation settlement through its conciliation process.

In addition to paying monetary relief to Jones-Abid, the settlement requires Belk to take other actions, including providing annual training on religious discrimination to all of its managers and supervisors at the store where Jones-Abid worked. In addition, Belk must post there a notice on employees’ rights under federal anti-discrimination laws and provide periodic reports to the EEOC on actions taken in response to employees who have requested religious accommodations.

“No employee should be forced to choose between her faith and her job,” said Lynette A. Barnes, regional attorney for the EEOC’s Charlotte District, which includes the EEOC’s Raleigh Area Office, where the charge was filed. “This case demonstrates the EEOC’s commitment to combat religious discrimination in the workplace.”

According to company information, Charlotte, N.C.-headquartered Belk, Inc. is the nation’s largest privately owned mainline department store company, with more than 300 fashion department stores in 16 contiguous Southern states.

The EEOC is responsible for enforcing federal laws prohibiting discrimination in employment. Further infor-

2011 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 35 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.

Quad A is a nonprofit 501(c)3 organization (TIN 86-0966437).

***Membership applications/renewals can be made
online at www.azquada.org.***

If paying by check, 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.

MEMBERSHIP APPLICATION/RENEWAL

Member Name: _____

Company Name: _____

Title: _____

Mailing Address: _____

City/State/Zip _____

Phone: _____ Fax: _____

E-mail (for member communications only): _____

**Arizona Affirmative
Action Association
(aka) "Quad A"**

**P. O. Box 1848
Phoenix, AZ 85001
Phone: 555-555-5555
E-fax: 602-321-6016
E-mail: azquada@aol.com**

**We're on the Web!
azquada.org**

Board Members & Officers

John Garza, President
JAG Specialties, LLC
(602) 300-2023

Maria Sandoval, PHR, Vice President
MAS Specialists, LLC
623-451-6389

Rebecca Rand, SPHR, Recording Secretary
American Express
(602) 537-2960
Gail Painter, PHR
Apollo Group
602-557-7586

Marian Enriquez, CCEP, MHCS, PHR
The Sundt Companies, Inc.
(480) 293-3108

Neil Bourque, SPHR
Childhelp
480-922-8212 x426

George Thorne
Jobing.com
(602) 914-7507

Lisa Barnum
Boeing Company
480-648-7944

Evelyn Miller
Raytheon
520-794-9997

Charlene Valestin, SPHR
Zions Bancorporation
(928) 899-4199

Lida Daniel
Blood Systems
(602) 414-3517

Thomas D. Arn, Esq
Quad A Legal Counsel
Ogletree, Deakins
602-778-3702

Flossie Christensen, Chair
Las Vegas SNILG Chapter
Bank of Nevada
(702) 248-4200

Quad A Administrator
Chris Weakland, SPHR

Legacy Partners Consulting & Coaching, LLC
(602) 377-0404

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

2011 Calendar of Events

DATE	TOPIC	HOST & LOCATION
Jan 18, 8:30-10:00	2011 Forecast & Trends in Employment	Blood Systems 4405 E. Cotton Center Suite 120 Phoenix
Feb 15, 8:30-10:00	Compliant & Effective Job Descriptions & Postings	Sundt Construction 2641 S. 40th St. Phoenix
Mar 15, 8:30-10:00	Can Your Organization Make the Grade? Passing the OFCCP/EEOC Tests	Blood Systems 4405 E. Cotton Center Suite 120 Phoenix
Apr 19, 8:00-4:00 Cost: Members \$50 Nonmembers \$125	36th Annual Conference	Desert Willow Conference Center 4340 E Cotton Center #100 Phoenix
May 17, 8:30-10:00	Medical Marijuana in the Workforce	American Express 18850 N. 56 th Street, Phoenix
June 21, 8:30-10:00	Disabled/Vets Outreach -- Good Faith is Not Enough	Sundt (Los Alamos Rm) 2620 S. 55 th Street Tempe
July 25-29	Annual National ILG Conference	New Orleans
AUGUST	MID-SUMMER BREAK	MID-SUMMER BREAK
Sept 20, 8:30-10:00	Best Practices: Communicating AAPs	To Be Announced
Oct 16, 8:30-10:00	Best Practices: Diversity – Not Why But How	To Be Announced
Nov 15, 8:30-10:00 COST: Members \$100 Nonmembers \$150	14th Annual Compliance Conference	Desert Willow Conference Center 4340 E Cotton Center #100 Phoenix
Dec 6, 8:30-11:30 COST: Members FREE Nonmembers \$75	Annual Members Only Holiday Roundtable	To Be Announced