



AKA: Arizona Industry Liaison Group Affiliate (AILG)



Newsletter

February 2010

Quad A

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Lida Daniels
Blood Systems
(480) 675-5607

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.

SAVE THE DATE!

April 20, 2010

Quad A's 35th Annual Conference

Watch for conference details and registration information in the March newsletter.

February 16 Workshop *Affirmative Action Plans – A to Z*

Session 2: Data Integrity

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

Location: Blood Systems
6210 E. Oak Street, Scottsdale

Registration form attached

Affirmative Action Plans from A to Z 3-Part Series

February 16, Part 2: Data Integrity

Speaker: Jim Higgins, Ed.D., Principal Consultant & Director of Compensation, Biddle Consulting

- Data Integrity (job titles, EEO categories, census & applicant pool sources, etc.)
- Software Recommendations
- Comp Analysis

March 30, Part 3: Compliance Evaluations

Speaker: Patrick Nooren, Ph.D., Executive Vice President, Biddle Consulting

- 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

SPEAKER'S PROFILE



Jim Higgins, Ed.D.
Principal Consultant & Director of Compensation
Biddle Consulting Group, Inc.

Jim Higgins is Principal Consultant & Director of Compensation for Biddle Consulting Group, Inc. Established in 1974, Biddle Consulting Group (BCG) is a human resources consulting firm specializing in Equal Employment Opportunity (EEO) litigation support, Affirmative Action (AA), test validation and development, and cutting-edge software.

Dr. Higgins has served as a human resource practitioner, organizational researcher, and statistics professor for over 15 years. His specific expertise is related to the application of advanced statistical procedures to evaluate hiring, promotional and compensation disparities as to evaluate the validity of cognitive assessment tools. Dr. Higgins was awarded the 2003 award as Distinguished Alumni from California State University Sacramento and is President Elect of the Personnel Testing Council of Northern California.

2010 Calendar of Events

DATE	TOPIC	LOCATION
February 16, 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 6210 E. Oak St, Scottsdale
March 30, 8:30-10:00 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 20, 8:00-4:00 COST: Members \$100 Nonmembers \$150	<i>35th Annual Membership Conference</i>	TBA
May 18, 8:30-10:00	<i>Applicant Tracking</i>	Jobing.com 4747 N. 22 nd Street, Phoenix
<i>June, July Summer Break</i>	June, July Summer Break	<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 Nonmembers \$150	<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

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**

February 16

8:30-10:00 a.m.

Blood Systems, 6210 E. Oak St, Scottsdale

Part II:

Data Integrity

March 30

8:30-10:00 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>
<u> </u> Parts I, II & III	\$0	\$300
<u> </u> Part I	\$0	\$100
<u> </u> Part II	\$0	\$100
<u> </u> 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.

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



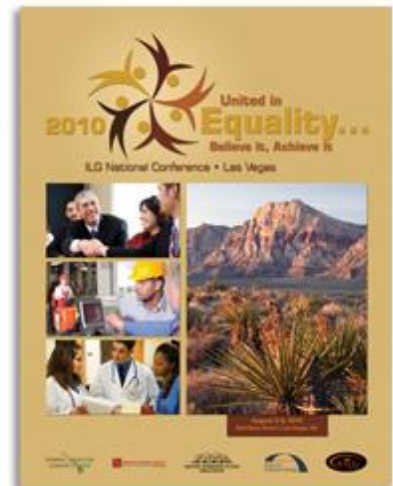
Conference room rates start at \$159 per night. Our group password is **NLG**. You may also book your room by calling

1-866-767-7773

Group Code: **NATLIAISON**

**save the
date**

**ILG Vegas
Conference 2010**



Red Rock | Casino • Resort • Spa Las Vegas

