

## Quad A

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

## **“Applicant Tracking: Then, Now & Beyond”**

**Guest Presenter: Bruce Kuehnl, President, EEO Logic**



Bruce is the founder and President of EEO Logic. Bruce formed EEO Logic after serving for 18 years in the US Department of Labor (DOL). While working for the DOL, Bruce pioneered the use of computers to statistically analyze workforce race and gender profiles, movement patterns, and compensation practices. Bruce now applies the same practices that he pioneered for the DOL to help organizations properly analyze their workforce and avoid costly compliance issue.

Bruce is one of the foremost experts in the areas of Affirmative Action planning, statistical compensation analysis, and workforce planning. His in-depth knowledge of statistical analysis combined with his experiences working for the DOL enable him to quickly navigate the compliance maze.

Bruce received his Bachelor of Arts from the University of California at Davis, and a Masters Degree in Public Administration and Labor Relations from Golden Gate University in San Francisco.

Bruce focuses his efforts with EEO Logic on consulting on Affirmative Action obligations and statistically analyzing workforce data as part of a self-critical analysis, or in defense of compliance audit findings. You may contact Bruce via email at [Bruce.Kuehnl@eeologic.com](mailto:Bruce.Kuehnl@eeologic.com).

## **May 18 Membership Meeting**

### **“Applicant Tracking: Then, Now & Beyond”**

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

**Location: Jobing.com**

**4747 N. 22nd Street, Phoenix**

**Please RSVP: [azquada@aol.com](mailto:azquada@aol.com)**

## Update on Functional Affirmative Action Plan (FAAP) Process

by Keli Parody Wilson,  
Consultant, DCI Consulting Group

On February 22, 2010, DCI Consulting posted a blog highlighting the agency's Functional Affirmative Action Plan (FAAP) process trends. In summary, the blog focused on the prolonged approval process for amendments/renewal to FAAP agreements. Recently, contractors have received a letter from the agency explaining that the OFCCP is not approving any new requests to develop or renew FAAP agreements. Until the policy is updated by the agency, OFCCP is advising contractors to continue developing establishment AAPs. OFCCP will most likely be releasing policy guidance in the next 30 days.

Specifically, the letter stated the following information:  
“The Office of Federal Contract Compliance Programs (OFCCP) has received your request to develop a Functional Affirmative Action Program (FAAP) agreement. At this time, the OFCCP is not approving any new requests to

develop or renew FAAP agreements. The OFCCP is reviewing its policies regarding the FAAP process. We will issue new guidance in the near future. Until such guidance is issued, you should continue to develop and maintain your establishment-based AAPs. If your FAAP agreement has expired or is scheduled to expire within 30 days of receipt of this notice, you should continue to operate under your current agreement until new guidance is published. We will notify you when such guidance is published.”

For contractors with a current FAAP agreement, there's a directive on the OFCCP website which explains the process for terminating the FAAP agreement. To officially terminate the agreement, there must be a termination letter explaining the reason for termination with a 90 day termination period. Specifically the directive states the following:

“Either party may terminate the functional AAP agreement upon 90 calendar days written notice. The notice will provide a brief explanation of the reason(s) for the termination, and the effective date of the termination.”

## 2010 Calendar of Events

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

# 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



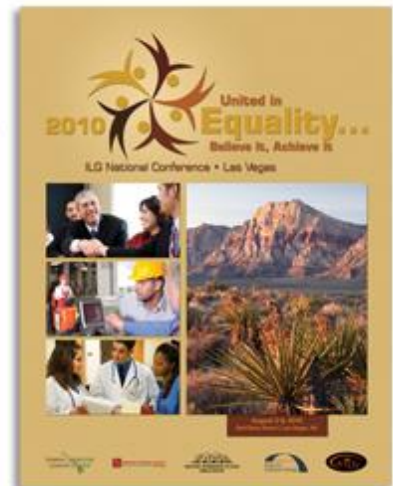
Conference room rates start at \$159 per night. Our group password is **NLG**. You may also book your room by calling

**1-866-767-7773**

Group Code: **NATLIAISON**

**save the date**

**ILG Vegas  
Conference 2010**



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