



TACS

TALENT ACQUISITION COMPLIANCE SUMMIT

MAY 11-12, 2017 | DALLAS, TEXAS

AGENDA



Thursday, May 11

8:00 AM

PRE-CONFERENCE REGISTRATION

9:00 AM

PRE-CONFERENCE SESSION:

AN ORIENTATION TO TALENT ACQUISITION COMPLIANCE

This pre-conference session is a must for all first-time TACS attendees, and a valuable refresher for even the most experienced talent acquisition professional, compliance practitioner, and in-house employment lawyer. This fast-paced overview introduces and defines all of the key terms related to talent acquisition compliance, from affirmative action to underutilization, including:

- Job seekers, applicants, candidates, and internet applicants
- Basic, minimum, and preferred qualifications
- Affirmative action, diversity, and equal employment opportunity
- Recruitment and selection
- “Protected” groups
- Diverse candidate slates
- Underutilization, hiring goals, and benchmarks
- Steering
- Statistical significance, step analyses, and adverse impact

John Annand EEAC COUNSEL

Lance Gibbons EEAC SENIOR COUNSEL

Chris Gokturk EEAC SENIOR ADVISOR

Joe Lakis EEAC PRESIDENT

Matt Nusbaum EEAC SENIOR COUNSEL

Joe Vele EEAC COUNSEL

11:30 AM

REGISTRATION

12:00 PM

NETWORK LUNCHEON

1:00 PM

WELCOME AND OPENING REMARKS

Joe Lakis EEAC PRESIDENT

1:15 PM

PLENARY SESSION #1:

DON'T EVEN ASK: HOW STATE AND LOCAL REQUIREMENTS ARE CHANGING THE RULES FOR TALENT ACQUISITION

It's hard enough trying to stay on top of the talent acquisition compliance requirements established by federal workplace regulators such as the U.S. Department of Labor and Equal Employment Opportunity Commission, to name just two. But in just the past few years, an increasing number of state and local governments have begun establishing their own rules on recruitment and selection, including by restricting – or even prohibiting – questions that can be asked about salary, background, criminal history, and the like. This session will highlight the most important state and local developments affecting talent acquisition, identify what else might be in the works at the state and local level, and offer some practical suggestions for avoiding the legal pitfalls these requirements are creating.

Mike Eastman EEAC VICE PRESIDENT, PUBLIC POLICY

Lance Gibbons EEAC SENIOR COUNSEL

Joe Vele EEAC COUNSEL

2:15 PM

PLENARY SESSION #2:

SAVING TIME: HOW YOUR ATS PLATFORM CAN AUTOMATICALLY FILTER OUT UNQUALIFIED AND DISINTERESTED JOB SEEKERS

Have you ever spent time opening and reviewing resumes of job seekers who weren't basically qualified for the position you're trying to fill? Or speaking to a job seeker about a position only to learn they're not really interested? If so, there's a good chance your process and platform aren't doing what they should be doing to automatically filter out unqualified and disinterested job seekers. In this session, we'll explain how to get your prescreening process and ATS platform to do the "heavy lifting" they're designed for, helping you improve the speed, efficiency, and overall compliance of your recruitment and selection process.

John Annand EEAC COUNSEL

Joe Lakis EEAC PRESIDENT

Matt Nusbaum EEAC SENIOR COUNSEL

3:30 PM

PLENARY SESSION #3:

THE VIEW FROM DC: A PUBLIC POLICY UPDATE ON THE FIRST 120 DAYS OF THE TRUMP ADMINISTRATION

In this special presentation by EEAC's Vice President of Public Policy Mike Eastman, we'll bring Washington, D.C. to you with an "inside-the-Beltway" look at President Trump's first 120 days. Mike will offer his predictions about how the President's domestic and foreign policy priorities are likely to impact talent acquisition and workplace compliance requirements, from affirmative action to immigration, and examine how federal workplace regulators are transitioning to their new leadership.

Mike Eastman EEAC VICE PRESIDENT, PUBLIC POLICY

4:15 PM

PLENARY SESSION #4:

TALENT ACQUISITION COMPLIANCE BENCHMARKING AND STRATEGY EXCHANGE

Our final session of the day features an open forum for attendees to discuss their ideas, strategies, solutions, and best practices for managing talent acquisition compliance. Have a question about whether your ATS platform can handle a specific situation? Or what recordkeeping requirements apply to on-campus recruitment? Or whether you really have to keep those interview notes? Or how you should handle diverse slate requirements? Bring your real-world questions and challenges and get practical solutions from your peers who have been there.

Lance Gibbons MODERATOR, EEAC SENIOR COUNSEL

John Annand EEAC COUNSEL

Mike Eastman EEAC VICE PRESIDENT, PUBLIC POLICY

Chris Gokturk EEAC SENIOR ADVISOR

Joe Lakis EEAC PRESIDENT

Matt Nusbaum EEAC SENIOR COUNSEL

Joe Vele EEAC COUNSEL

5:30 PM

NETWORK RECEPTION

7:30 AM

BREAKFAST PRESENTATION:

BIG DATA ANALYTICS AND ARTIFICIAL INTELLIGENCE: THE COMPLIANCE AND DIVERSITY IMPLICATIONS OF AUTOMATING EARLY STAGE RECRUITMENT

The use of so-called “big data” analytics and artificial intelligence (AI) in recruitment and selection continues to expand, and as it does, questions about how these advances might impact certain demographic groups are being raised. Can big data and AI be used to effectively predict performance and retention? Can these predictions be developed in a way that minimizes an employer’s exposure to systemic discrimination claims? And what do workplace regulators like the EEOC and DOL have to say about the use of big data and AI in the context of the laws and rules they enforce? This breakfast session will provide a quick introduction to big data and AI, explain how they’re being used in the recruitment and selection process, and help answer the most current and important questions about their impact on talent acquisition compliance.

Matt Nusbaum EEAC SENIOR COUNSEL

Danny Petrella EEAC SENIOR COUNSEL

POLICY AND PRACTICE TRACK

9:00 AM

SESSION #1

SQUARE ONE: HOW “GOOD” JOB DESCRIPTIONS HELP IN MANAGING TALENT ACQUISITION COMPLIANCE

While there’s no law requiring employers to develop written job descriptions for every position, having clear job descriptions provides a strong foundation for effectively managing recruitment and selection compliance risks. This session will examine the key role job descriptions play in the development of prescreening techniques employers can use to improve the speed and efficiency of their talent acquisition processes.

John Annand EEAC COUNSEL

Joe Vele EEAC COUNSEL

10:00 AM

SESSION #2

THE DELICATE BALANCING ACT BETWEEN PREVENTING DISCRIMINATION AND PROMOTING DIVERSITY

Have you ever been asked to fill an open position with a diverse candidate? Or to make sure that candidate slates are sufficiently diverse? Are these requests consistent with nondiscrimination and affirmative action requirements? While diversity can be an important factor in recruitment and selection for many employers, it doesn’t provide a “free pass” from compliance. This session will explain how to implement effective diversity efforts that also stay within the boundaries of the law.

Matt Nusbaum EEAC SENIOR
COUNSEL

Joe Vele EEAC COUNSEL

11:00 AM

SESSION #3

WE WOULD NEVER ... COULD UNCONSCIOUS BIAS BE UNDERMINING YOUR RECRUITMENT EFFORTS?

Think about how you react when you learn that a candidate attended the same school, grew up in the same town, or played the same sport as you did. It’s human nature to be drawn to people who have similar backgrounds, beliefs, and interests, and thankfully there’s no law against that. But could such unconscious bias be an obstacle to compliance and diversity? Join us for a straightforward discussion on how to be aware of, and guard against, the negative effects of unconscious bias.

Soul Cherradi BP

Chris Gokturk EEAC SENIOR
ADVISOR

SYSTEMS AND TECHNOLOGY TRACK

9:00 AM

SESSION #1

IF IT WALKS LIKE A DUCK: THE DIFFERENCES – AND SIMILARITIES – BETWEEN ATS AND CRM PLATFORMS

Employers are increasingly using candidate relationship management (CRM) platforms to improve the speed and efficiency of their recruitment and selection process. Sitting upstream of the official applicant tracking system (ATS), these CRM platforms should be managing data on candidates, not applicants. Unfortunately, that's not always the case. This session will use the recordkeeping and compliance requirements that apply to recruitment and selection to explain why it's so important to think about, and utilize, ATS and CRM platforms differently.

Chris Gokturk EEAC SENIOR
ADVISOR

Danny Petrella EEAC SENIOR
COUNSEL

10:00 AM

SESSION #2

SOMEWHERE BETWEEN 5 AND 50: WHAT AN EFFECTIVE ATS DISPOSITION CODE MENU LOOKS LIKE

While there's no "one-size-fits-all" disposition code menu that's right for all employers, recruitment processes, and ATS platforms, there is a common DNA that most effective disposition code menus share. This session will explain how disposition codes are important to both talent acquisition and compliance professionals, examine the common characteristics of an effective disposition code menu, and offer suggestions for menus that are easier to use and which produce better results.

John Annand EEAC COUNSEL

Lance Gibbons EEAC SENIOR
COUNSEL

11:00 AM

SESSION #3

ONE, TWO, THREE, FOLLOW ME! PERFORMING A STEP ANALYSIS FOR STATISTICAL SELECTION DISPARITIES

When an employer learns that its overall selection process has resulted in a statistically significant race, ethnicity, or gender disparity, the next step in evaluating and mitigating its risk might be just that – a step analysis to isolate the root cause(s) of the overall disparity. This session will introduce the statistics behind these important analyses, and explain when, why, and how an effective step analysis should be planned and executed to mitigate system discrimination risk.

Matt Nusbaum EEAC SENIOR
COUNSEL

Lance Gibbons EEAC SENIOR
COUNSEL

12:00 PM

CLOSING REMARKS AND ADJOURNMENT

Joe Lakis EEAC PRESIDENT

SPONSORS



INFORMATION

CONTINUING LEGAL EDUCATION

EEAC intends to apply for CLE credit in select jurisdictions for our 2017 Talent Acquisition Compliance Summit. In addition, attorneys in attendance may be eligible to receive CLE credit through reciprocity or attorney self-submission in other states.

CLE Financial Aid Policy – Illinois: EEAC may, at its discretion, waive the course fee for any attorney, member or non-member, who wishes to attend an Association program, but for whom the cost would be a financial hardship. Requests for tuition waivers along with an explanation of hardship must be received in writing at least seven days before the program via email at info@eeac.org. Requests for tuition waivers cannot be accepted at the door.

SHRM & HRCI CERTIFICATION

EEAC, an approved SHRM recertification provider and HRCI approved provider, intends to apply for recertification credit with each of these organizations for the 2017 Talent Acquisition Compliance Summit.

REGISTRATION

The registration fee for EEAC's 2017 Talent Acquisition Compliance Summit is:

DATE	MEMBER/NON-MEMBER
Through April 14	\$449 / \$549
April 15 and after	\$500 / \$600

LODGING

The Fairmont Dallas
1717 North Akard St.
Dallas, Texas 75201
fairmont.com/dallas/

EEAC's group rate is \$204/night. Reserve online or by calling 214-720-2020.

SPONSORSHIP OPPORTUNITIES

Contact Blake Goldmerstein at bgoldmerstein@eeac.org or 202-629-5696.

CANCELLATION POLICY

Full refunds for cancellations or credit toward another EEAC program will be made if a written request is received by EEAC more than 30 calendar days before the date of the program for which you are registered. A 50 percent refund or credit toward another EEAC program will be made if a written request is received by EEAC between 15 and 30 calendar days before the date of the program. Participants who cancel fewer than 15 calendar days prior to the event are not eligible for a refund, but are encouraged to notify EEAC for event planning purposes. Registered attendees may transfer their registration to another person from the same employer at no cost at any time in advance of the meeting, when requested in writing.

Failure to notify EEAC of a cancellation before the deadlines described above will result in no portion of the registration fee being refunded. With the exception of transfers for the same event to another person from the same employer, credits to a future EEAC program will not be offered. Refunds for cancellations are processed after the program is completed.

QUESTIONS

Contact Samantha Wittie at swittie@eeac.org or 202-629-5633.