



Conducting a Compensation Analysis

AGENDA

Day 1 8:00 a.m. **Registration and Continental Breakfast**

8:30 a.m. **INTRODUCTION**

Overview of the Legal Landscape

- Equal Pay Act
- Title VII
- Lilly Ledbetter Fair Pay Act

Discussion Exercise 1

ESTABLISHING A COMPENSATION ANALYSIS PROCESS

Preliminary Considerations

- Purpose of Analysis
 - Regulatory Compliance
 - Litigation Avoidance
 - Proactive Monitoring for Pay Equity

Understanding Your Current Compensation Structure

- Policies, Practices and Protocols
- Keys to Minimizing Risk

Discussion Exercise 2

Current OFCCP National Office Compensation – Related Initiatives

- Rescission of 2006 Guidelines
- Development of New Data Collection Tool
- Stakeholder Meetings
- Possible Modifications to Scheduling Letter

Current Trends in OFCCP Compensation Investigations

- Desk Audits
- Litigation
- What Should Contractors Do Now?

Data Preparation and Review

- The Key - Employment Data

Discussion Exercise 3

4:30 p.m. Adjourn

Day 2

8:00 a.m.

Continental Breakfast

CONDUCTING THE STATISTICAL ANALYSES

8:30 a.m.

Understanding Statistical Procedures

- How Does a Statistical Test Work?
- Breaking the Problem Down Into the Components
- Regression Primer
- Diagnostics

Analyzing Company Compensation Practices

- Employee Groupings
- Reading Results
- Generating Cohorts

Discussion Exercise 4 - Comp Auditor II

Analyzing Performance and Other Practices

Discussion Exercise 5

Considerations in Making Pay Adjustments

- When Appropriate?
- Timing of Adjustments
- How Implemented?

12:30 p.m.

Adjourn



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