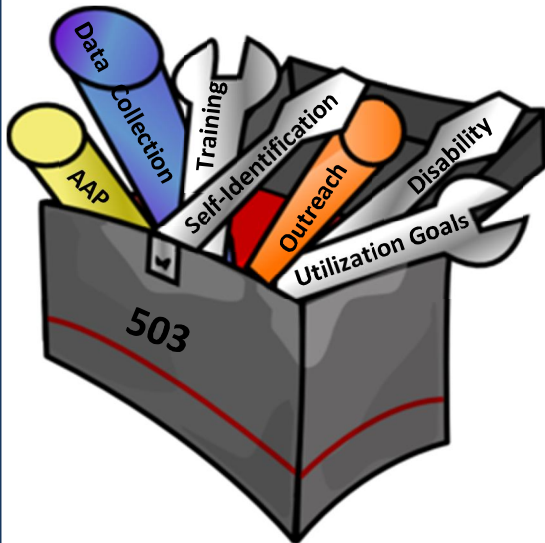


# Federal Contractors & Section 503: Are you "READI" & "ABLE" to include disability?

## Join us for a **Two-Day Conference**

that provides information and "tools of the trade" needed to implement  
**Section 503 of the Rehabilitation Act of 1973**

This conference targets Federal contractors and sub-contractors affected by Section 503 of the Rehabilitation Act.



### Who Should Attend?

- HR Directors
- Affirmative Action Officers
- Recruiters
- Compliance Officers
- Diversity Champions
- Chief People Officers
- Legal Counsel
- Selective Placement Coordinators
- Employee Relations Managers
- Disability Management Coordinators

### Conference Hosted by:

- **ABLE** (Alabama Business Leadership Employment) **Network**
- Alabama Department of Rehabilitation Services – **READI-Net** (Resources for Employment and Disability Information Network)
- Alabama Industry Liaison Group (AILG)
- Equal Employment Opportunity Commission (EEOC)

This program has been submitted to the HR Certification Institute for review. CLE and CRC approval is also being sought.

Register at [www.alabamabl.org](http://www.alabamabl.org)

February 26-27, 2014  
The Cahaba Grand Conference Center  
3660 Grandview Parkway, Birmingham, AL 35243

# ABOUT THE CONFERENCE

## Build Your TOOL-KIT for Success!

In addition to learning about the revisions and technical aspects of Section 503 of the Rehabilitation Act, you will be given the materials to build a take-home tool-kit of resources, sample forms, draft policies and more to help you facilitate the implementation of 503 mandates in your company.

Your tool-kit will include:

- Clarity regarding the non-disclosure component of the ADAAA and the new self-identification requirements of Section 503
- Information on the updated requirements for Affirmative Action Plans
- Details on new data collection and record keeping mandates
- In-depth knowledge of the new self-identification process and its impact on your company's workforce
- Specifics on meeting the new 7% utilization goal
- Trusted resources (state, regional, and national) to facilitate compliance and implementation

## 2014 CONFERENCE AGENDA

### Wednesday, February 26

12:00 pm – 1:00 pm	Registration
1:00 pm – 1:15 pm	Welcome
1:15 pm – 2:00 pm	Keynote Address – The OFCCP Perspective on 503 Presented by Marva James
2:00 pm – 2:15 pm	Break and Exhibits
2:15 pm – 3:15 pm	General Session – Section 503 Regulations and ADA Compliance Presented by Jeanne Goldberg
3:20 pm – 4:30 pm	Concurrent Sessions
	A. Updates to Vietnam Era Veteran's Readjustment Assistance Act of 1974 (VEVRAA)
	B. ADA Legal Update: Pitfalls and Best Practices Presented by Jeanne Goldberg

### Registration Information:

Early Bird Registration: \$185.00 per person until February 14<sup>th</sup>

Standard/On Site Registration: \$225 per person

### Registration fee includes:

- Program materials
- 503 Toolkit
- Morning and afternoon breaks
- Luncheon on Thursday

### Thursday, February 27

7:30 am – 8:15 am	Registration
8:15 am – 8:30 am	Welcome
8:30 am – 9:45 am	General Session – Building the Foundation: An In-Depth Look at 503 Presented by Bobby Silverstein
9:45 am – 10:00 am	Break and Exhibits
10:00 am – 10:45 am	Tap into "TAP": The Talent Acquisition Portal
10:50 am – 11:35 am	Concurrent Sessions
	A. "Tooling Up" for Self-Identification Presented by Bobby Silverstein
	B. Affirmative Action Plans – A Management Tool Presented by Doug Kauffman
11:40 am – 12:25 pm	Repeat Concurrent Sessions
12:30 pm – 1:30 pm	Luncheon with Motivational Speaker Presented by John Rinehart
1:30 pm – 2:30 pm	Best Practices Business Panel
2:30 pm – 2:45 pm	Break and Exhibits
2:45 pm – 3:45 pm	General Session- Measuring Up...The Numbers for 503 Presented by T. Scott Kelly
3:45 pm – 4:45 pm	General Session-It's "Tool" Time for Outreach, Recruitment and More
4:45 pm – 5:00 pm	Wrap-up and Door Prizes

# FEATURED PRESENTERS

## Jeanne Goldberg

Jeanne Goldberg is a Senior Attorney Advisor in the Office of Legal Counsel at the U.S. Equal Employment Opportunity Commission (EEOC) headquarters in Washington, D.C. She assists the Commission in interpreting and applying the statutes it enforces, and participates in drafting regulations, policy guidance, and other publications. Ms. Goldberg has provided EEO training presentations throughout the country for managers, employees, attorneys, and human resources staff in both the private and public sectors, and is a frequent speaker at national conferences.

## Marva James

Marva James is the Deputy Regional Director for the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP), Southeast Region. As the Deputy Regional Director, Ms. James is responsible for the day to day executive oversight for the Region, which includes field offices in eight states. Ms. James began her federal employment in 1997 as a Senior Liaison Officer in which she planned, directed and administered the OFCCP's compliance and investigations program. In 2003, Ms. James became the Director of Planning and Support in the Southeast Regional Office.



## Bobby Silverstein

Robert "Bobby" Silverstein has over 30 years' experience analyzing complex public policy issues and developing comprehensive, innovative, and common-sense legislative and regulatory solutions that meet the divergent needs of multiple stakeholders. Currently, Mr. Silverstein is a principal in the law firm of Powers, Pyles, Sutter & Verville, PC. He has a federal regulatory and legislative practice in the areas of disability, health care, rehabilitation, employment, education, social security, and civil rights. Mr. Silverstein also serves as the director of the Center for the Study and Advancement of Disability Policy.

## John Rinehart

John Rinehart is a former professional bicycle racer who rides with one arm and one leg, without the use of prosthetic devices. After 10 seasons in Europe, he finished his cycling career as a four time World Champion and a six time U.S. National Champion. Growing up as the youngest of 11 children in a military, German, Catholic family, John learned early in life to fight for what he needed. What he did not learn until later was other people's initial perception of those who are different. He is here to share some of his challenges and victories.



## ADDITIONAL PRESENTERS

**Eddi Abdulhaqq**, *Program Analyst*, Birmingham District, EEOC

**Peggy Anderson**, *State Coordinator of Business Relations*, Alabama Department of Rehabilitation Services

**Pete Blank**, *Leadership Trainer*, The Personnel Board of Jefferson County

**Debbie Clemons**, *Business Relations Consultant*, Alabama Department of Rehabilitation Services

**Jeff Cofield**, *Manager, Disability Management*, Alabama Power, A Southern Company

**Pat Daughtery**, *Business Relations Consultant*, Alabama Department of Rehabilitation Services

**Leslie Dawson**, *Business Relations Specialist*, Alabama Department of Rehabilitation Services

**Rick DeFilippo**, *Equal Employment Opportunity Program Manager*, Department of Veterans Affairs, Birmingham

**Doug Kauffman**, *Partner*, Balch & Bingham, LLP

**T. Scott Kelly**, *Shareholder*, Ogletree, Deakins, Nash, Smoak & Stewart, PC

**Doug Parks**, *Director*, Office Depot Max Distribution Center

**Kathy West-Evans**, *Director of Business Relations*, Council of State Administrators of Vocational Rehabilitation

**Charles Wilkinson**, *SPHR, CEO*, Human Resource Management, Inc.

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## REGISTRATION FEES:

**Early Bird Registration: \$185.00 per person until February 14<sup>th</sup>**

**Late Registration/On Site Registration: \$225 per person**

Registration fee includes program materials, 503 Toolkit, morning and afternoon breaks and luncheon on Thursday.

## REGISTRATION FORM

(Note: If paying with a credit card, please register online at [www.alabamabln.org](http://www.alabamabln.org))

First Name: \_\_\_\_\_ Last: \_\_\_\_\_ M.I. \_\_\_\_\_

Name to appear on Name Tag: \_\_\_\_\_

Job Title: \_\_\_\_\_

Company/Organization Name: \_\_\_\_\_

Company Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

Company Cell Phone: \_\_\_\_\_ Other Phone: \_\_\_\_\_

Email Address: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

## METHOD OF PAYMENT (Payment must be **received** by February 14<sup>th</sup> to qualify for Early Bird rate.)

My payment will be included in a group invoice.

Name of Company: \_\_\_\_\_ Contact Becky Parker at  
205- 290-4446 to request a group invoice.

I will be sending a check in the amount of \$ \_\_\_\_\_, made payable to the ABLE  
Network, and mailed to ADRS, c/o Becky Parker, 236 Goodwin Crest Drive, Homewood, AL  
35219

## CONTINUING EDUCATION

This program has been submitted to the HR Certification Institute for review. CLE and CRC approval is also being sought.

Please check if you will need:

- HRCI's
- CLE's
- CRC's

## SPECIAL NEEDS REQUEST

(Check all that apply)

- Braille
- Electronic File
- Captioning
- Large Print
- Interpreter
- Special Diet \_\_\_\_\_
- Other \_\_\_\_\_



Scan to access  
this conference  
online.

## CANCELLATIONS AND REFUNDS

Cancellations received after February 14, 2014, are subject to a 25% cancellation fee. Refunds will not be given after the conference has begun. Substitutions may be made prior to the beginning of the conference. No shows are not eligible for a refund.

## LOCATION

**Cahaba Grand Conference Center**, 3660 Grandview Parkway, Birmingham, AL 35243

## LODGING

**Drury Inn & Suites Birmingham Southeast, 3510 Grandview Parkway, Birmingham, AL 35243, Telephone: (205) 967-2450**

Room rate - \$63.00 (Mention 503 Compliance Conference) Reservations include breakfast, evening cocktails with hot food bar and free sodas/ popcorn 3 pm to 10 pm nightly. \$10 fee for double occupancy. Use the following link when booking at the Drury Inn:  
<http://www.druryhotels.com/Reservations.aspx?groupno=2201489>

**Courtyard Birmingham Colonnade, 4300 Colonnade Parkway, Birmingham, AL 35243, Telephone: (205) 967-446**

Room Rate - \$89.00 (Mention 503 Compliance Conference). Full service restaurant on-site. Airport and local shuttle service available. (Coordinate shuttle services with hotel staff.)

# Federal Contractors & Section 503: Are you "READI" & "ABLE" to include disability?

## EXHIBITOR/SPONSOR REGISTRATION FORM

Company Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Contact Person: \_\_\_\_\_

Attendee (if different from/in addition to contact person): \_\_\_\_\_

Description of service and/or products to be featured: \_\_\_\_\_

Yes, I will be offering a door prize(s). Give prize description: \_\_\_\_\_

Exhibitor Fee Includes: one 6' dressed table, two chairs, one waste basket, and lunch for two. Access to electrical outlet may be available upon request for an additional charge. Wireless internet access is available free of charge. Limited security is available. However, locked storage of any valuable items can be arranged for your convenience.

**Yes, I would like to be an Exhibitor.**

- Exhibitor fee - \$250
- Electrical outlet access - \$50

**Yes, I would like to be a Conference Sponsor.**

- \$500 Silver Sponsor: Booth, special signage and advertisement in conference program
- \$1,000 Platinum Sponsor: Booth, special signage, and your marketing materials in conference packet
- \$1,500 Break Sponsor: Booth, special signage, your marketing materials in conference packet, and remarks by a company representative during sponsored break
- \$4,000 Lunch Sponsor: Booth, special signage, your company materials in conference packet and on tables during lunch, and 3-5 minutes, onstage-remarks by a company representative during lunch.

**Donate other amount:** \$ \_\_\_\_\_

**Total:** \$ \_\_\_\_\_

**Make checks payable to: ABLE Network or call 205.290.4458 to pay via:**  
(Donations are tax deductible)



Please return Exhibit Registration **no later than February 5, 2014** to be included in the conference program.

**Submit this form electronically** to [stella.ashley@rehab.alabama.gov](mailto:stella.ashley@rehab.alabama.gov) OR

**Mail to:** Stella Ashley, Exhibits Manager, 236 Goodwin Crest Drive, Birmingham, AL 35219 OR

**Fax to:** 205-945-8517 (Attn: Stella Ashley) **For questions please call:** 205.290.4458

Exhibitor and Sponsor Opportunities Now Available!