



SEPA SHRM

Presents:

What is an applicant – OFCCP’s new Internet applicant regulations, implementation issues and practice pointers

Pending Approval for 1.0 HRCI Recertification Credit

**Tuesday, April 18, 2006
8:00 AM – 10:15 AM**

at the Best Western Hotel
11580 Roosevelt Blvd.
Philadelphia, PA

For a number of years, federal government contractors and subcontractors have been obligated to solicit gender, race and ethnicity information from individuals who qualify as applicants. It has not been clear, however, which job seekers should be considered applicants and which ones should not. In October 2005, the Office of Federal Contract Compliance Programs (OFCCP) issued new regulations defining who is an applicant in the context of the Internet and related electronic data technologies. These new regulations clarify from whom federal government contractors and subcontractors must solicit gender, race and ethnicity information. They also affect federal government contractors' and subcontractors' recordkeeping obligations.

The regulations went into effect on February 6, 2006. However, the OFCCP has announced that it will not cite a contractor or subcontractor for a purely technical recordkeeping violation of the new regulations for an additional 90 days if the contractor or subcontractor (1) demonstrates that it is taking reasonable steps to update its systems to comply with the rule, including a projected date of compliance, and (2) collects and maintains records consistent with OFCCP's recordkeeping requirements that preexisted the new regulations. This means that by the beginning of May, all government contractors and subcontractors must be in compliance with the new Internet applicant regulations.

Please join us for a discussion of the new Internet applicant regulations, implementation issues and practice pointers.

About our Speaker:

Jennifer Blum Feldman
Associate, Employment
Services Practice
Wolf, Block, Schorr, and Solis-
Cohen, LLP

Jennifer Blum Feldman is an associate in WolfBlock's Employment Services Practice Group where she focuses her practice on preventive counseling and compliance. Ms. Feldman also provides training to in-house counsel, managers and other employees. She is a regular presenter for the WolfInstitute on topics such as WARN, the FLSA and affirmative action.

While Ms. Feldman focuses her practice on preventive counseling and compliance, she also has significant experience as a litigator, defending local, regional and national companies in both single-plaintiff and class action lawsuits. She has been involved in the litigation of all manner of discrimination and harassment claims as well as wage and hour claims, family leave claims and ERISA claims, among others.

Ms. Feldman is a 1998 *cum laude* graduate of Harvard Law School. She earned her B.A. in English from Cornell University, graduating *magna cum laude* and with Distinction in All Subjects. Following law school and before entry into the private practice of law, Ms. Feldman clerked for The Honorable Stanley S. Brotman, United States District Judge for the District of New Jersey.

DIRECTIONS

The Best Western is conveniently located on US 1; 3 miles south of the PA Turnpike exit 381, or 4 miles West of I-95 Woodhaven Road exit. The hotel's phone number is 215-464-9500.

PROGRAM SCHEDULE

8:00 Breakfast and Networking
8:30 Business Meeting, Introductions
and "Hot Topics"
9:00 Featured Speaker
10:15 Networking

If you need a special accommodation to attend, please call (215) 698-7116

Please register and send your check in advance. You can always substitute a staff member if a conflict occurs.

**ONLINE REGISTRY IS UP &
RUNNING – ANY PROBLEM, JUST
PRINT OUT THE FORM & FAX TO:
215-698-7116**

MARK YOUR CALENDAR

May 16, 2006 – Consumer Driven Health
Plans

June 8, 2006 – SPECIAL EVENING ANNUAL
SESAME PLACE EVENT

SEE OUR CHAPTER WEB PAGE AT:

www.SEPASHRM.org

**This program is pending approval
for 1.0 recertification credit hour
toward PHR & SPHR recertification
through HRCI. For more information
visit www.hrci.org**

Monthly BREAKFAST MEETING

TUESDAY

8:00 AM – 10:15 AM

April 18, 2006

Complete this registration form and mail it, along with your check to Susan Warner. Reservations must be received by Friday, April 14, 2006.

If you are unable to meet this deadline, please try to call Susan or Larry at (215) 698-7116, by 10 AM, Monday, April 17, 2006, if you plan to attend.

Make your check payable to: SEPA SHRM and mail to:

Susan Warner, J.D., SPHR
Chapter Administrator
C/o Human Resource Trouble Shooters
9090 Pine Road
Office Suite A
Philadelphia, PA 19115
(215) 698-7116

SEPA SHRM Chapter Members	\$12.00
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Attending _____

Amount enclosed \$ _____

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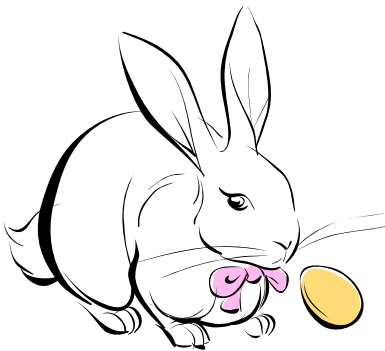
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