



**August 31, 2011** – Carla Irwin and Associates, Inc. a leading affirmative action consulting firm, and Thomas Econometrics, a leading provider of analysis and expert witness services for risk assessment, litigation and regulatory compliance, announced today that they will co-host a series of webinars to help HR practitioners, Affirmative Action specialists and in-house counsel understand the practical implications of regulatory changes to affirmative action guidelines. The series will kick off on September 14, 2011 at 1:00 PM Eastern. Webinar participation is free and open to all but [advanced registration is required](#).

The first webinar will focus on preparing the necessary hiring data for an Affirmative Action Plan. An overview of the various kinds of data required will be followed by a discussion of how and why missing hiring data can render a data set useless for analysis purposes. Simple techniques for scrubbing hiring data and identifying data gaps will be presented. The webinar will conclude with a summary of common tools used to validate hiring data.

The webinar series will consist of bi-monthly presentations on the second and fourth Wednesday of each month at 1:00 PM Eastern. Future webinar topics include discussions of promotion, termination, applicant flow, workforce snapshot and compensation data and how to prepare and produce this data in accordance with the OFCCP Scheduling Letter.

#### **About Carla Irwin & Associates, Inc.:**

Carla Irwin & Associates, Inc. specializes in Affirmative Action strategy, AAP development, implementation, training and audit support. Our team reviews all aspects of the business environment to provide a customized solution for compliance. We supplement our clients' human resources functions with our own in-depth AAP knowledge and expert systems.

[www.carlairwininc.com](http://www.carlairwininc.com)

#### **About Thomas Econometrics:**

Thomas Econometrics is a recognized leader in statistical and economic consulting. We provide analyses and expert witness services for risk assessment, litigation and regulatory compliance.

[www.thomasecon.com](http://www.thomasecon.com)