



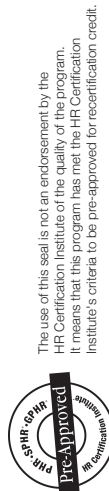
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**CALIFORNIA ASSOCIATION OF
WORKPLACE INVESTIGATORS**

770 L. St., Ste. 950
Sacramento, CA 95814

**1ST ANNUAL CONFERENCE
NOV. 4, 5, & 6, 2010 • OAKLAND MARRIOTT
EARLY REG. DEADLINE OCT. 1, 2010**



**CALIFORNIA ASSOCIATION OF
WORKPLACE INVESTIGATORS**

CONFERENCE HIGHLIGHTS

— Thursday November 4, 2010 —

**Optional Pre-Conference
Interviewing Skills Program**

3.25 hours CE pending

Optional Networking Dinner

Meet CAOWI committee members
and enjoy top-notch Chinese food

— Friday November 5, 2010 —

Continental Breakfast

Lunch & Keynote Address

By Bill Tamayo on

Botched & Rejected Investigations

10 sessions • 7.25 hours CE pending

Networking Reception

— Saturday November 6, 2010 —

Breakfast Meeting

Come share your thoughts about a
national association of
workplace investigators

4 sessions • 4 hours CE pending

REGISTER AT WWW.CAOWI.ORG



**CALIFORNIA ASSOCIATION OF
WORKPLACE INVESTIGATORS**

770 L St., Ste. 950
Sacramento, CA 95814
916.760.2442

Register by Oct. 1, 2010
\$245 CAOWI members
\$395 non-members*

Register after Oct. 1, 2010
\$345 CAOWI members
\$495 non-members*

*Non-members can join for
\$150 before registering

**OPTIONAL
PRE-CONFERENCE**

**SKILLS PROGRAM ON
INTERVIEWING**

Nov. 4, 2010 • 1:00-4:30 p.m.

Ready, Set, Go:
Planning And Perfecting
The Investigative Interview
Allison West

Enhanced Cognitive Interviewing:
A Proven Method That Uses Cognitive
Psychology To Get More Information
James S. Cawood

— Pre-Conference is additional \$95 —

MCLE approval is pending by The State Bar of California for 14.5 hours of credit, consisting of 11.25 hours for the Annual Conference Program (including 2.5 hours in legal ethics, 1 hour in elimination of bias, and 1.25 hours in substance abuse/mental illness) plus 3.25 hours for the Optional Pre-Conference Skills Program. HR Certification Credit is under review. CAOWI training programs may meet US EEOC continuing investigator training standards. Federal Sector EEO investigators should check with their agency.

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**FIRST ANNUAL CONFERENCE • NOVEMBER 4-6, 2010
OAKLAND MARRIOTT CITY CENTER**

— PROGRAM —

*Begins Friday, Nov. 5, 2010, 8:30 a.m. • Ends Saturday, Nov. 6, 2010, 1:00 p.m.
Includes Lunch & Reception Friday, Continental Breakfast Friday & Saturday*

Legal Update

James T. Cabalan & Karen Kramer

The Psychology of Bias: Understanding and Eliminating Bias in Investigations
Claudia Viera & Amy Oppenheimer

Workplace Investigations On Trial: How Defendants
Conduct Bulletproof Investigations and How Plaintiffs Shoot Them Down
Nancy Bornn, Michael A. Robbins & Sue Ann Van Dermyden



KEYNOTE ADDRESS • BILL TAMAYO
Regional Attorney, U.S. Equal Employment Opportunity Commission
BOTCHED & REJECTED INVESTIGATIONS

Maybe Even the Kitchen Sink:

What to Put in the Attorney-Client Agreement for a Workplace Investigation
Janene Murtha & Nina Kani

Multi-Disciplinary Investigative Teams: How to Build, Train, Implement & Use Them
Cynthia Remmers, Lori Martinez & John A. Lohse

Workplace Violence Risk Assessment and Management
James S. Cawood

Special Issues in Public Sector Investigations:
What You Don't Know Can & Will Hurt You
Sandra McDonough

ICRA, FCRA, FACTA: Acronyms That Investigators and Clients Need to Know
Pamela L. Hemminger

The Compass: An Ethical Checklist for Investigators
Michele Lane, Diana Maier & Andrea Kelly Smethurst

Effective Use of Digital Evidence in Workplace Investigations
Winston Krone

After the Dust Settles: Remedial Actions Following an Investigation
Barry Chersky & Kenneth Hawkins

Drugs, Fraud and Theft: Workplace Investigations Beyond EEO
Paul M. French

Lawyers Performing Workplace Investigations: Avoiding Traps for the Unwary
Mark L. Tuft & Lindsay Harris