



**CALIFORNIA ASSOCIATION OF  
WORKPLACE INVESTIGATORS**

California Association of Workplace Investigators, Inc.

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# **CAOWInews**

October 1, 2010

**Early Reg Deadline TODAY For Nov 4-6 Conf  
Registration Tops 115**



## First Annual Conference ♦ November 4, 5, & 6, 2010

### Oakland Marriott City Center

#### Program Highlights

- Thursday November 4, 1:00 p.m.–4:30 pm. ♦ Optional Pre-Conference Skills Program on Interviewing ♦ 3.25 hours California HR Certification Credit Pre-Approved and 1.25 hours MCLE Credit Approved
- Thursday November 4, 6:00 p.m.–8:00 p.m. ♦ Optional Networking Dinner ♦ Meet CAOWI Committee Members ♦ Enjoy Top-Notch Chinese Food
- Friday November 5, 8:30 a.m.–5:45 p.m. ♦ 10 Continuing Education Sessions ♦ 7.25 hours California HR Certification Credit Pre-Approved and 6.75 hours MCLE Credit Approved
- Friday November 5, Lunch and Keynote Address on Botched and Rejected Investigations ♦ Bill Tamayo, EEOC Regional Attorney
- Friday November 5, 5:45 p.m.–7:45 p.m. ♦ Networking Reception
- Saturday November 6, 7:15 a.m.–8:15 a.m. ♦ A National Association of Workplace Investigators? ♦ Come Share Your Thoughts
- Saturday November 6, 8:30 a.m.–1:00 p.m. ♦ 4 Continuing Education Sessions ♦ 4 hours California HR Certification Credit Pre-Approved and MCLE Credit Approved
- Saturday November 6, 1:00 p.m.–1:30 p.m. ♦ Optional Box Lunch
- Saturday November 6, 1:30 p.m.–3:00 p.m. ♦ Annual Meeting of CAOWI Members ♦ Evaluate CAOWI's First Year ♦ Plan for the Future

#### EARLY REGISTRATION DEADLINE TODAY FOR FIRST ANNUAL CONFERENCE

TODAY, Friday October 1, 2010, is the [early registration](#) deadline for CAOWI's [first annual conference](#), which will take place November 4-6, 2010 at the [Oakland Marriott City Center](#). The conference has been pre-approved for 15.75 hours of [MCLE credit](#), including 2.5 hours in legal ethics and .5 hour in elimination of bias, and for 14.5 California hours for [HR recertification credit](#). Other workplace investigators, including [Federal Sector EEO investigators](#) and licensed private investigators, will receive a general certificate of attendance.

The conference, on Friday November 5 and Saturday November 6, includes six plenary programs totaling 6.25 hours and eight workshop programs in four sessions totaling 10 hours. The [conference programs](#) cover a broad range of topics regarding workplace investigations of interest and importance to both new and experienced investigators. The 25 conference speakers

collectively have the most experience and expertise in workplace investigations ever assembled in a single conference program. Conference registrations have already surpassed 115, with 14 hours still left in the early registration period.

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[Early registration](#) for the conference, by TODAY AT 11:59 P.M. PDT, is \$245 for CAOWI members and \$395 for non-members. Tomorrow registration fees will increase by \$100. If you are not a CAOWI member, you can join by 10 p.m. today and CAOWI staff will be working late to review your membership application by 11 p.m. to give you the opportunity to register for the conference at the member rate before midnight. If you are a CAOWI member and have misplaced your username and password, click the "Forgot your password" link on the Login page to retrieve them.

On Thursday, November 4, CAOWI is offering an optional 3.25 hour pre-conference skills training program on interviewing. It includes training on [Planning and Perfecting the Investigative Interview](#) by attorney Allison West, and training on [Enhanced Cognitive Interviewing](#) by private investigator James S. Cawood. [Registration](#) for the pre-conference program, available only with registration for the conference, is an additional \$95. On Thursday evening, November 4, CAOWI will host a networking dinner, where participants can meet CAOWI committee members and enjoy top-notch Chinese food. The cost of the dinner is \$45.



#### **SPONSORED LUNCHEON, RECEPTION, AND BREAKFAST**

Due to the generosity of CAOWI's sponsors, whose logos are shown on the left, the luncheon, networking reception, and breakfast meeting at CAOWI's first annual conference will be available to all conference participants at no additional charge.



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The luncheon will take place on Friday, November 5. The participants will enjoy a delicious meal and hear the keynote address by Bill Tamayo, Regional Attorney for the US EEOC. Mr. Tamayo will speak on botched and and rejected investigations. He will explore the question of why some employers conduct botched investigations or reject the findings of adequate investigations, even though it is not in their interest to do so.

The networking reception, with a no-host bar, will take place on Friday evening, November 5. At this event all participants will have the opportunity to meet and network with the other participants. CAOWI now has over 210 members, and this will be the first opportunity for all CAOWI members from California and other states to meet and get to know each other. This will be a unique opportunity since this will be the first conference ever devoted entirely to workplace investigations.

On Saturday morning, November 6, our sponsors are hosting a breakfast meeting regarding the format of a national association of workplace investigators. CAOWI, as the first association

anywhere devoted exclusively to workplace investigations, has received inquiries, and some members, from other states. The purpose of the breakfast meeting is to give the conference participants the opportunity to share their thoughts regarding the possible formation of a national association of workplace investigators.



### **CAOWI LISTSERV GETS QUICK ANSWERS**

Over 100 CAOWI members have now subscribed to CAOWI's "On-Topic Listserv". Since the Listserv was placed into service two months ago, the posts have included questions about bullying policies, malpractice insurance for investigators, background checks, note-taking methods, trends in workplace investigations, criminal liability for theft of documents, differences between investigations of poor performance as opposed to misconduct, job announcements, and others. Each of those posts yielded multiple, and virtually instantaneous, responses. CAOWI also has a separate Listserv for each Committee and Local Circle of Colleagues. If you are a CAOWI member and have not yet subscribed to the CAOWI Listservs, please take a moment now to [login to the CAOWI website](#) and submit your Listserv Agreement. If you have misplaced your login information click on the Login link in the upper right corner of the [website](#), then click on the "Forgot your password?" link, then enter your e-mail, and your login information will be e-mailed to you. If you want to take advantage of the CAOWI Listservs and are not yet a CAOWI member, now is the time to [join CAOWI](#).

### **SPONSORSHIP OPPORTUNITY AT CALPELRA CONFERENCE NOVEMBER 16-19**

CAOWI members have the opportunity to sponsor an exhibit at the CALPELRA conference in Monterey November 16-19, 2010. CALPELRA is the California Public Employers Labor Relations Association. This will be its 35th anniversary conference. Between 600 and 1000 people representing over 500 public agencies in California are expected to attend. Click here for [more information about the CALPELRA conference](#).

CAOWI will be producing a high quality high resolution color brochure featuring CAOWI and the photographs and biographies of our sponsoring members for distribution at the conference. Click here to [view a low resolution sample brochure](#) produced for the SHRM Conference. CAOWI will also be distributing a [free sample issue of the CAOWI Quarterly](#) at the conference.

CAOWI needs a minimum of 10 sponsoring members to be able to sponsor the exhibit at the CALPELRA conference. The cost of sponsorship is \$400. If you are interested in becoming a sponsor of this exhibit, please e-mail [info@caowi.org](mailto:info@caowi.org).

### **MARK YOUR CALENDAR**

- October 1, 2010, [Early Registration Deadline](#) for CAOWI First Annual Conference.
- October 14, 2010 [Hotel Reservation Deadline](#) for CAOWI First Annual Conference.
- November 4, 2010, Optional Pre-Conference Program on Interviewing Skills.
- November 5 & 6, 2010, CAOWI's First Annual Conference at the Oakland Marriott City Center.
- November 6, 2010, CAOWI Annual Membership Meeting in Oakland.
- November 16-19, 2010, Possible CAOWI Exhibit at CALPELRA Conference in Monterey.

### LIST YOUR EVENT IN THE CAOWI NEWS CALENDAR

If you are a CAOWI member and are having an event, such as a speaking engagement or a webinar, send CAOWI a quick e-mail at [info@caowi.org](mailto:info@caowi.org) with the details so we can include it in the calendar above in CAOWInews. CAOWInews reaches 1500 readers throughout California and in many other states at least once, and sometimes more often, each month. If you want to have access to this audience and are not yet a CAOWI member, now is the time to [join CAOWI](#) to receive this and many other membership benefits, including a discount on CAOWI's [first annual conference](#).

### CAOWI NOW ACCEPTING ONLINE MEMBERSHIP APPLICATIONS

Membership in CAOWI is open to anyone who is dedicated to promoting and enhancing workplace investigations in California. CAOWI now has over 235 members including attorneys, private investigators, human resource, security, and loss prevention professionals, auditors, and claims adjusters. Click here to [join CAOWI](#).

An annual membership is valid for one year from the date of application. Annual membership dues are \$150. Annual dues for sustaining membership, which includes prominent placement on CAOWI's website and in CAOWI's advertising, and a 50% discount on all CAOWI activities, are \$1000.

If you want to join CAOWI to receive the membership discount on registration for the annual conference, please [join now](#) so CAOWI's staff will have time to validate your membership application in time for you to register for the conference by October 1 to receive both the membership discount and the early registration discount.

### FOLLOW CAOWI ON TWITTER

Now you can follow CAOWI on Twitter at [www.twitter.com/caowi](http://www.twitter.com/caowi). We've been tweeting frequently, so now you can become one of our followers so you can keep up with CAOWI's breaking news.

#### Board of Directors

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