Message from The President:

**Big Value:** Annual web-based Employee Compliance Testing

Record Breaking EEOC Lawsuits and Settlements in 2010 reveal that common yet preventable employee errors still occur in the workplace today. These Lawsuits and Settlements are both costly and embarrassing for an organization. Below are recent examples:

**Outback Steakhouse:**
$19 Million Class Action: Sexual Harassment with EEOC Remedies

**Jewel-Osco:**
$3.2 Million EEOC Disability Discrimination Lawsuit Settlement with EEOC Remedies

**Elmer W. Davis, Inc.: Roofing Co.:**
$1 Million EEOC Settlement for Racial Discrimination

**GE Subsidiary MRA, Baltimore:**
$130K EEOC Age Discrimination

Think about it.... You are responsible for making sure all your Employees and Contractors remain up-to-date on the Legal Rules of Workplace Behavior such as:

- No Discrimination
- No Sexual Harassment
- No Explicit Emails
- No Employee Retaliation

In order to reduce potential liability from common employee relations mistakes, it is important that ALL employees are Trained and Tested every year on Workplace Compliance Subject Matters…. typically seen only during Orientation.

DC&T’s Annual Test will Provide that Assurance!

**Contact Us**

Diversity Compliance Group
7300 W. 110th St. STE. #700
Overland Park, KS 66210
Visit our website Today
www.dctlearn.com

or, Leave Message with our 24-hour Operators
Toll Free: 866-869-1609

DC&T’s Annual Compliance Testing Mitigates Company Exposure

DC&T’s Annual Compliance Test & Deficiency Report Proves Your Company’s Due Diligence in Reducing Workplace Liability

**DC&T’s Compliance Testing & Assessment System Works!**

Annual Employee Compliance Testing minimizes your exposure to costly EEOC related lawsuits. How Do We Know? Because a properly trained staff is less likely to make preventable EEOC related workplace mistakes.

**Do Your Managers** know how these terms impact today’s workforce?

- Reasonable Accommodation
- Title VII, ADA, ADEA,
- Retaliation
- Anti-Discrimination

**Do Your Managers** know how to conduct Legal Hiring Interviews and Performance Appraisals?

DC&T Will Let You Know this and more by providing Electronic Test Results and Training Deficiency Reports following your Annual Employee Compliance Test. Sign up with DC&T today!
### WHAT OTHERS SAY ABOUT US

<table>
<thead>
<tr>
<th>Name</th>
<th>Comments</th>
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<tr>
<td>Donald Prophete</td>
<td>“I have reviewed DC&amp;T’s Workplace Diversity, Sexual Harassment and Business Ethics testing and training program. This program is an excellent first step in educating employers concerning workplace issues and in reducing potential liability from common employee relations mistakes. Employers will definitely benefit from DC&amp;T’s training programs.”</td>
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<td>Deb Debusk, President Value Chain Solutions</td>
<td>“Classroom training is becoming less of an option for busy work environments with numerous employees to train. DC&amp;T has taken the most valuable subject matters, “Employee Compliance” and designed both Training and Testing to relieve employers from having to develop and manage this required training themselves each year.”</td>
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<td>Vice President of Diversity JE Dunn Construction - Kansas City, MO</td>
<td>“Online testing tools such as the Diversity Compliance &amp; Training Group is great for companies like JE Dunn because: it allows us to reach our employees across the country and deliver a consistent message, and it’s flexible enough for several people to participate at one time and at their own pace.”</td>
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### CAN YOU ANSWER 3 OF DC&T’S COMPLIANCE TEST QUESTIONS?

**Q1:** Please answer YES or NO:

Is it acceptable for a Hiring Manager to ask the following type questions in a job interview?

- [ ] How many kids do you have in pre-school?
- [ ] I see you spent 30 years with your previous employer before the lay-off. Aren’t you planning to retire soon anyway?
- [ ] I see you have certifications in Project Management. How best would you apply these skill sets on the job?

**Q2:** Please choose YES or NO:

Case Study: Business Etiquette

Employee-A loves his private Facebook account. Many in his generation use Facebook to connect with friends & family. So, why did Employee-A just lose his job?

(Put YES by your answer)

- [ ] Employee-A placed explicit photos of his co-workers taken at a bachelor party on his Company’s Internal Facebook page.
- [ ] Employee-A chose only to verbally share with inquiring co-workers that the bachelor party was a memorable event.

**Q3:** Match Term to Definition:

<table>
<thead>
<tr>
<th>Term</th>
<th>Definition</th>
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<tr>
<td>A. Millennial</td>
<td>This generation was born between 1977 and 1998 and are quite technically literate.</td>
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<tr>
<td>B. Inclusiveness</td>
<td>This is the act of valuing the perspectives and encouraging the contributions of all people.</td>
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<tr>
<td>C. Lilly Ledbetter Fair Pay Act</td>
<td>Protects men and women who perform substantially equal work from sex-based wage discrimination.</td>
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DC&T’s E-Learning System is customizable to fit your Image & Likeness and is SCORM Compliant!

We can work with most client’s existing LMS Systems.