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Patrick is Executive Vice President and Partner at Biddle Consulting Group, Inc., a firm specializing in the areas of EEO/AA compliance, test validation and development, compensation analysis, litigation support, and software development since 1974. Patrick has over 21 years of experience in the EEO/AA industry and has worked with hundreds of clients of all sizes to develop their Affirmative Action Plans and support them during audits. He has conducted training in cities across the nation and has authored numerous articles and software programs in the areas of affirmative action, disparate impact, test validation, compensation analysis, and Equal Employment Opportunity. Patrick is also the primary author and editor for the book titled, *Compensation Analysis: A Practitioner's Guide to Identifying and Addressing Compensation Disparities*. Patrick, his wife, and their two children live in El Dorado Hills, California.

