

Professional Biography for Patrick Nooren  
Executive Vice President of Biddle Consulting Group, Inc

Mr. Patrick Nooren is the Executive Vice President of Biddle Consulting Group, Inc. Patrick has over 18 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 EEO. Patrick is also the primary author and editor for the book titled, [Compensation Analysis: A Practitioner's Guide to Identifying and Addressing Compensation Disparities.](#)