



OFCCP Compliance

ERS Group's experts help federal contractors understand OFCCP requirements, prepare affirmative action plans, and respond to OFCCP Compliance Reviews.

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ERS Group's labor economists and affirmative action professionals remain current with the changing demands of the Office of Federal Contract Compliance Programs.

Our experts consult with federal contractors on the current year's Affirmative Action Plans, the organization's employment structure, and the external labor market. They then work with contractors to review essential data collected by the organization, and prepare AAPs that meets current OFCCP requirements.

We provide focused analyses that incorporate internal and external data to help federal contractors better respond to OFCCP requirements and audits. These analyses help organizations understand the effects of employment decisions, including hiring, promotion, and compensation.

ERS Group experts work with contractors and their counsel to prepare data and analyses in response to agency requests during compliance reviews. Our experts review data and documents, and prepare accurate and appropriate analyses for submission to the agency.

ERS Group also provides litigation support for contractors engaged in OFCCP enforcement activities. In concert with federal contractors and their counsel, ERS Group's Ph.D. economists prepare appropriate adverse impact analyses, exposure estimates for conciliation agreements or settlements, and if necessary provide expert witness testimony on their findings before administrative law judges and other legal venues.

Compensation Analyses

ERS Group's labor economists conduct analyses of compensation decisions using statistical tools, including multiple regression analysis, to examine total compensation, base salary, bonuses, merit increases, and other relevant components of pay.

Adverse Impact Analyses

Our experts use statistical tests to analyze employment selections, including hiring, promotion and termination decisions. They also provide analyses of job steering allegations.

Expert Testimony

ERS Group's economists have appeared before the OFCCP, EEOC, the Department of Justice, and other regulatory agencies as experts on issues involving employment decisions. ERS Group experts have also offered expert witness testimony on employment practices in state and federal courts.

Affirmative Action Plans

ERS Group professional produce over 600 separate affirmative action plans annually for federal contractors with workforces ranging from 50 to over 30,000 employees.

EEO-1 and VETS-4212 Reports

ERS Group professionals prepare and electronically file these reports on behalf of the contractor. Both reports currently have submission deadlines of September 30 each year.

Selected client industries include:

Automotive Production
Aviation Consulting
Employment Agencies
Energy
Finance and Banking

Food Production
Higher Education
Hospitals and Healthcare
Hotels
Medical Research

Not-for-Profit Organizations
Telecommunications
Television Production
Training Consultants
Transportation