

AFFIRMATIVE ACTION

AFFIRMATIVE ACTION PLANS & CONSULTING

ERS Group produces over 600 separate Affirmative Action Plans annually, and provides AAP services to contractors that have 50 employees and those who have over 30,000 employees.

ERS Group AAP professionals remain current with the changing demands of the Office of Federal Contract Compliance Programs across the United States, and work continuously with organizations engaging in Compensation Audits, Compliance Reviews, and Corporate Management Reviews (Glass Ceiling).

Affirmative Action consulting services include:

- Production of a complete AAP
- Analysis of previous year's AAP
- Narratives for Minorities and Females
- Narratives for Veterans & Individuals with Disabilities
- Job Group Analysis
- Census Occupational Code Selection
- OFCCP Compliance Review
- Internet Applicant Consulting
- EEO-1 Report
- VETS-100a Report

REPRESENTATIVE ISSUES

ERS Group Affirmative Action experts and Ph.D. economists provide consulting and statistical analyses for federal contractors, including:

- Availability Analysis & Placement Goals
- Pay Equity
- Adverse Impact Analysis
- OFCCP Three-Prong Test
- OFCCP "Glass Ceiling" Review
- Compensation Audits
- Reponse to OFCCP Investigation

SPRING SEMINAR 2011

PREPARING FOR OFCCP COMPLIANCE AUDITS AND CRAFTING EFFECTIVE AFFIRMATIVE ACTION PLANS

April 27 - 29, 2011, Atlanta (J.W. Marriott- Buckhead)

Avoid potential pitfalls and liability by arming yourself with the latest information on OFCCP activity, including Internet applicants, "systemic discrimination," and compensation analysis presented by AAP professionals, attorneys, and economists. This seminar enables you to prepare meaningful and accurate AAPs that respond to the OFCCP guidelines and precisely reflect your organization's employment practices and goals.

Contact us at info@ersgroup.com for more information, including registration.

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