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Affirmity AAPlanner®

Create 100% compliant Affirmative Action Plans with our web-based, self-guided interface

Is your organization a U.S. federal contractor? Need an intuitive, easy-to-use tool for preparing 100% compliant Affirmative Action Plans (AAPs)? Affirmity has your answer.

Designed for mid-size organizations, our web-based AAPlanner software simplifies AAP development by automating the process and minimizing the risks to generate a 100% technically compliant, audit-ready plan.

As a fully-hosted software-as-a-service application, AAPlanner guarantees compliance with the latest regulatory requirements, is easily provisioned, and includes free support—without upgrade fees or assistance from your IT team.

Our easy-to-follow workflows walk you through the steps to define weighting scenarios, availability sources, and utilize statistical tests to measure incumbency and establish placement goals.

As Office of Federal Contract Compliance Programs (OFCCP) audits grow increasingly intense, your organization can minimize risk by having a technically compliant plan, a secure platform, and best practice guidance throughout the AAP process.

AAPlanner enables your enterprise to produce timely AAPs and reports. It streamlines AAP preparation process and simplifies the import and validation of data from HR management systems—allowing your HR team to spend more time on analysis and strategy.

Key Benefits

- Simplifies AAP creation with an intuitive interface

- Improves reporting with easy-to-use formats and graphs

- Allows multiple users to work simultaneously

- Includes 2010 EEO Tabulation Census and industry data

Key Security Features

- Annual external audit (SOC 2 Type 2) of Affirmity applications to ensure the highest security and confidentiality

- "Encryption in Flight" and "Encryption at Rest" secure all data during transmission and storage

- Single sign-on

- 24/7 monitoring with full redundancy and disaster recovery

- Intrusion detection

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Our AAPlanner software enables you to...

- Increase the agility of your HR team by enabling access by multiple users across locations

- Reduce the burden on your HRIS team by delivering a fully hosted application

- Ensure audit readiness with a comprehensive, compliant report set

- Maintain the highest level of security with our robust SaaS platform

- Extend your benefits through access to EEO-1 and VETS 4212 reporting as well as our Complete Resource Center for report distribution, accommodation tracking, and good faith efforts.

About Affirmity

Affirmity, a former division of PeopleFluent, provides expert analysis, consulting, training, and software to optimize affirmative action and diversity and inclusion programs.

Our team of experts delivers diversity metrics and data-driven insights to manage and mitigate risk. Drawing on more than 40 years of experience, we guide HR and compliance teams through diversity goal setting. Affirmity empowers leaders with tools and dashboards to measure progress, and we help clients capture and communicate the positive business impacts of diversity initiatives.

A part of Learning Technologies Group plc (LTG), Affirmity serves more than 1,100 organizations—including global corporations, mid-sized organizations, and small businesses.

Key Features

- Live support team for software and AAP preparation questions

- Online help with step-by-step instructions

- Software upgrades, backups, and restores managed by Affirmity

- Ability to define your job groups

- Automated narrative creation

- Variety of preconfigured statistical reports available, including these required AAP reports: Workforce Analysis, Job Group Analysis, Availability Analysis, Incumbency vs. Availability Analysis, and Placement Goals

Contact Us

Find out how Affirmity's AAPlanner can help your HR team streamline creation of 100% compliant AAPs. We also offer consulting services to help your HR team prepare and manage AAPs.
800-782-1818, option 3 | info@affirmity.com