

Affirmity

OFCCP Audit Support Services

Rigorous four-step methodology and data-focused approach guarantees 100% technical compliance

Receiving a scheduling letter from the Office of Federal Contract Compliance Programs (OFCCP) can create significant disruption and anxiety within an organization. The letter creates a distraction and removes focus from strategic activities due to uncertainty regarding potential penalties, and deployment of scarce resources to develop response.

Responding to a scheduling letter from the OFCCP is especially challenging because of the complexities involved. If you are not fully prepared to submit your AAP and requested data for employees, applicants, hires, promotions, separations, and compensation within 30 days, you could be required to enter into a conciliation agreement, incur added report requirements, or ultimately be debarred for non-compliance.

Affirmity's OFCCP Audit Support Services help you steer through the multitude of requirements and complexities in pending audits. We offer a 100% technical compliance guarantee due to the rigor, thoroughness, and experience from 40+ years supporting clients' OFCCP audits. Our support has been tested in every OFCCP region and driven by 60+ experienced AAP consultants using a proven four-step methodology:

1. Strategy – Immediately after you notify your consultant regarding receipt of the OFCCP scheduling letter, a meeting is scheduled to plan the strategy and a response. Together, we walk through the letter and determine the best response approach. We review with you the information needed for an audit, if your existing plan should be submitted, and if the AAP requires updating before submission.

Key Benefits

- Significant savings using PeopleFluent, as compared to law firms, for audit support
- With 1,000+ enterprise clients, we are a proven, trusted advisor and an extension of your team
- Our experienced experts interpret requests from the OFCCP and provide advice on responses
- Our reports are 100% technically compliant with OFCCP regulatory requirements, which mitigates the potential damage to your organization from negative OFCCP findings

- 2. Data Reconciliation** – This step is the most crucial and where we differentiate from many other providers. We use proprietary programs, customized to your data, to reconcile a prescribed set of workforce data elements to ensure the integrity of your workforce information. If it is determined that changes to the data are necessary, reports are prepared to reflect them.
- 3. Submission** – We prepare the submission reports and review them with you, including all backup data and explanation of any significant changes.
- 4. Ongoing Support** – Our support does not end with the audit submission. We help you interpret any additional OFCCP requests and advise on response options and preferred methods. Our support includes unlimited access, and if required, assistance with conciliation agreements and any ongoing audit issues.

Additionally, Affirmity offers advanced statistical analyses required to evaluate or respond to a Notice of Violations, including studies that replicate and confirm the OFCCP's statistical findings, rebuttal analyses, and alternative back-pay calculations. Other possible reviews include refined adverse impact analyses by job title and requisition to supplement standard analyses by job group, and advanced compensation analysis to supplement the annual OFCCP-style studies.

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 Benefits

- Reconciliations, performed with proprietary programs, provide improved identification of potential issues before audits
- Comprehensive support includes unlimited access to partner with us—from receipt of scheduling letter until resolution of the last issue
- Expertise and tools to understand the unseen issues within workforce data and identify if and where potential discrimination exists, and begin the correction process before an audit
- Review and analysis of technical and regulatory issues provides a more holistic approach to your current and on-going compliance

Contact Us

To learn more about Affirmity's OFCCP audit support services, visit us - or call one of our experts today at:
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