

Large North American Energy Company

Affirmative Action Planning and Audit-Ready Reports across 30 Locations

Business Challenges

Manually tracking data was no longer working. A large North American-based energy company needed a solution to better analyze compensation, promotions, transfers, and terminations to eliminate issues from their previous Office of Federal Contract Compliance Programs (OFCCP) compliance audits. These issues made it apparent that a solution and partnership were required beyond what was available in-house.

The energy company decided to implement PayStat, Affirmity's compensation analysis solution, and partner with Affirmity for their Affirmative Action Professional Services.

Affirmative Action Planning—Affirmity PayStat

Using PayStat, they now input compensation data, then run tests and analysis to identify potential issues. Internal staff reviews the information, makes updates and corrections, and runs the necessary reports.

"We rely on PayStat to do the analysis. With it, we can see the issues," said the energy firm's HR director. "We use that information to make corrections and updates. We also use it to explain pay differentials."

Affirmative Action Planning—Professional Services

As a federal contractor, an Affirmative Action Plan (AAP) must be written for every location with 50 or more employees. The energy company has more than 30 locations that must have an AAP. Wanting to refocus internal resources and needing additional expertise and knowledge, the company opted to have Affirmity prepare their AAPs.

Based on workforce information supplied by the client, Affirmity digs into the data and develops the AAPs. The energy firm then focuses on the output, to make sure it appears reasonable. This includes concentrating on problem areas that need attention, incorporating Good Faith Efforts, and reviewing narratives and making any necessary changes. In addition, they check that census codes are accurate and availability data is weighted based on historical transactions.

"Audits are part of being a federal contractor," added the HR Director. "However, being prepared with clean, accurate data and audit-ready reports—complete with rationale, can address all audit items at the initial request. Especially when the information the auditor wants to verify is easily viewed and explained. Such preparation can help keep an initial request audit from escalating into a full-blown audit."

Knowledge is Key

Affirmity has vast AAP expertise, insight, and knowledge from working with hundreds of clients across the country for more than 40 years. This information is leveraged with clients, to reduce compliance risks, streamline processes, and lessen the burden on internal resources.



Company:
Large North American Energy Company



Employees:
11,000



Challenge:

- Manually tracking compensation data was ineffective.
- Needed expertise and support for AAP preparation
- Complex data and analysis requirements
- Sought deeper understanding of OFCCP regulations



Affirmity Solutions:

- AAP Professional Services
- PayStat® Software Solution



Business Results:

- Time saved
- Internal resources refocused
- Improved audit readiness
- Accurate compensation data readily available for analysis

The energy company believes that Affirmity's workforce compliance expertise is very useful. The HR director commented, "Because they go through audits on a regular basis, that knowledge can be shared with us. They have a team of statisticians with a wide range of experience. That experience means they have a different understanding of numbers—analyzing information in different ways, and knowing what compliance officers are seeking. This is invaluable."

Preparation is Key

The Human Resources Department relies on Affirmity for compliance trends, and learning what OFCCP compliance officers might be looking for, and possible data requests. For example, in early 2017, EEO-1 reporting was reviewed by federal agencies for inclusion of new workforce data requirements.

To ensure they would be ready for the new reporting, Affirmity provided the energy company with detailed information on the potential change well in advance of the possible enactment. This included webcasts and presentations on how to prepare the data and setting-up a test run for the new reporting requirements. While this reporting change did not go through as planned, the customer was secure in the fact that they were ready to implement the reporting change if necessary.

The HR Director added "Affirmity assists us as issues come up. They advise us on how to prepare a response, and what to include and what not to include. Their advice is vital to how we respond. They have a vantage point of assisting with a lot of audits throughout the country and that enhances the advice they give us."

Business Results

"With Affirmity, we have access to experienced, knowledgeable people, which keeps us prepared with the right audit-ready data and reports," explained the HR Director. "That means saved time and money, and compliance with federal regulations."

Learn More

For more information on Affirmity's Affirmative Action solutions and services, please visit info@affirmity.com or call 1-800-782-1818.

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About Affirmity

Affirmity provides a robust portfolio of software, consulting services, and blended learning solutions that help global enterprise and mid-market companies build inclusive workforces so that they can experience long-term business value, while minimizing workforce compliance risk, from their DE&I and affirmative action programs.

Drawing on more than 45 years of experience, our software, learning solutions, and team of experts guide HR, diversity, and compliance teams to easily analyze diversity across the organization, identify gaps and insights into causes, establish and execute goals, and continually track DE&I and affirmative action program effectiveness over time.

A part of [Learning Technologies Group plc \(LTG\)](http://LearningTechnologiesGroup.com), Affirmity serves more than 1,100 organizations.

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