



# Compliance*United*

Together, we have OFCCP regulations covered!

## Government Expectations

Federal Contractors and Subcontractors come in all shapes in sizes. Small to Medium sized businesses are frequently overwhelmed by all the paperwork and seismic shifts in requirements. While larger businesses who have been audited by the Office of Federal Contractor Compliance Programs (OFCCP), know very well how critical it is to continuously review their employment and compensation data while leveraging their consultants to ensure they are in compliance and **very aware** of any red-flags that would induce an on-site audit or conciliation agreement. The conclusion being that no matter what size your business is, **every contractor** needs compliance support.

The OFCCP has evolved and regulatory enforcement is no longer about shifting paperwork back and forth. It's about the transferal of data in electronic format and a detailed review of what that data tells the OFCCP. Is there the potential for discrimination in that data?

How is OFCCP reviewing it and what are they looking for? You can witness it in the dramatic increase in the number and complexity of items being requested for audits, the recent surge in six and even seven figure settlements that make local and national headlines, including fines, lawsuits and judgements underlining hiring and compensation discrimination.

## Industry Leaders

America's Job Exchange (AJE) and OutSolve have been in the OFCCP Compliance industry for over 29 years, combined. We interact with our Federal Contractor customers daily. From the beginning of the sales process, to creating and implementing best practices in all our solutions and plans, to providing assistance during any OFCCP or internal audit. We are united in our goal to be trusted advisors to our client base. Having interactive relationships with our customers gives our organizations a unique view and insight into industry trends as they transpire.

## OutSolve

OutSolve provides comprehensive affirmative action planning and compliance solutions that meet the full requirements of Executive Order 11246, the Vietnam Era Veteran Readjustment Assistance Act (VEVRAA), and Section 503 of the Rehabilitation Act of 1973, among other regulations. They also provide a wide range of services, including developing comprehensive, OFCCP compliant affirmative action plans, advanced compensation analyses, OFCCP audit support, and creating EEO-1/VETS-4212 reports that comply with the requirements of the U.S. Equal Employment Opportunity Commission.

## America's Job Exchange

America's Job Exchange emphasizes Diversity Recruitment and OFCCP compliance, focusing on job distribution to over 6500 state One-Stop Career Centers and Community Based Organizations, ensuring the creation and

maintenance of state credentials and ensuring veteran preference on job postings;, and Outreach Management. AJE supports effective, positive recruitment efforts designed to recruit individuals with disabilities, veterans, women and minorities, combined with our network of niche sites and full audit support, contributing to our customer's compliance success.

## Compliance United

By uniting our services, AJE and OutSolve bring added value, seamless customer service, a proven track record of OFCCP compliance. Along with our 30 shared customers, we look forward to providing support and guidance to our future clients, so they pass all of their audits with confidence.

**We are here to help you!**

Contact us today for more information.



200 Minuteman Road  
Andover, MA 01810  
Phone: 866-926-6284  
Email: [sales@americasjobexchange.com](mailto:sales@americasjobexchange.com)

**outsolve**  
Effective Affirmative Action

3330 W Esplanade Avenue, Suite 200  
Metairie, LA 70002  
Phone: 888-414-2410  
Email: [info@outsolve.com](mailto:info@outsolve.com)