



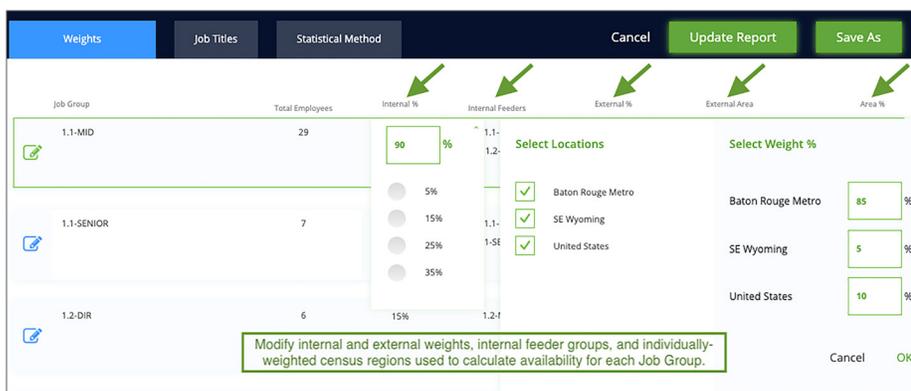
Can your organization's affirmative action program withstand an OFCCP audit and effectively guide efforts to promote inclusion, equity and diversity in your workplace?

With the Office of Federal Contract Compliance Programs (OFCCP) coming off record years for monetary settlements – and as companies navigate novel workplace issues and a constantly changing business landscape – knowing the answer may be more important than ever. Yet developing effective affirmative action plans requires extensive statistical data analysis and documentation, both of which have become increasingly burdensome for today's employers.

Enter Littler Affirmative Action 360. By combining innovative technology and a visual dashboard with experienced attorney insights, the tool provides employers with an easy, cost-effective way to develop useful affirmative action plans and ensure compliance.

How it works

First, our attorneys – who have extensive experience in employment laws unique to government contractors – will work with you to determine which entities are subject to OFCCP jurisdiction. We'll then develop a strategy to help prepare (or revamp) an affirmative action program that not only meets federal regulations, but also the specific needs of your organization – all in a privileged context.

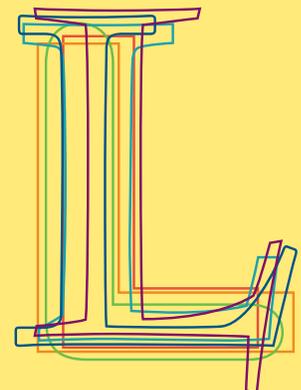


Through a secure extranet, our analytics team then collects all data relevant to your affirmative action plan and cross-checks it for any gaps or inconsistencies. From there, Littler attorneys analyze the data using our proprietary tool and take you through an easy-to-understand visual dashboard, demonstrating the impact of certain adjustments (e.g., to census coding and recruitment practices) on key metrics, including your utilization goals, and on your affirmative action report in real time.



Over \$116 million.
The monetary relief OFCCP obtained for employees and job seekers who were discriminated against between 2016 – 2020: the highest four-year period on record.

DOL.gov



Job Group 1.1-SENIOR

Drill down into external availability for Job Groups and page through each weighted census region.

Census Code	Job Title	Total	State Range Means	Weight	Minority	Female	
0010 - Chief executives and legislators 0010 (SOC 11-1000)	CEO	1	SE Wyoming	15%	0.143	1.938%	3.034%
0110 - Computer and information systems managers 0110 (SOC 11-3021)	Chief Information Officer	1	United States	65%	0.143	2.868%	3.615%
0120 - Financial managers 0120 (SOC 11-3031)	CFO Chief Internal Auditor Sr VP - Finance and Corp Development Sr VP & Controller	4	21.32% 65.126% 12.183% 39.501%	0.571	11.956%	34.255%	
0300 - Architectural and engineering managers 0300 (SOC 11-9041)	Sr VP - Operations & Engineering	1	14.915% 0 2.131% 0	0.143	2.040%	1.820%	
Total		7			18.211%	42.731%	

Weights | Job Titles | Statistical Method | Cancel | Update Report | Save As

Job Title | Job Group | Census Code | Total

Account Exec & Business Mgr.	4-SALE	4720 - Cashiers 4720 (SOC 41-2010)	1
Account Executive	5-JUNIOR	4740 - Counter and rental clerks 4740 (SOC 41-2...	4
Account Manager	5-SENIOR	4750 - Parts salespersons 4750 (SOC 41-2022)	1
Accountant - Sr Staff	6-ALL	4760 - Retail salespersons 4760 (SOC 41-2031)	6
Accountant - Staff	7-DRIVE	4800 - Advertising sales agents 4800 (SOC 41-30...	2
Accounting Clerk	7-PIPE	4810 - Insurance sales agents 4810 (SOC 41-3021)	4
Accounting Clerk - Lead	7-PLANT	4820 - Securities, commodities, and financial ser...	3
	8-ALL	4840 - Sales representatives, services, all other 4...	4
		4850 - Sales representatives, wholesale and man...	3
		4900 - Models, demonstrators, and product pro...	
		5120 - Bookkeeping, accounting, and auditing clerks 5120 (SOC 43...	

Modify job group and census code for each job title in dataset to view impact on plan design in real time.

Having undergone a comprehensive real-time analysis, your Littler attorneys will help finalize your organization's affirmative action plan, ensuring compliance with OFCCP's regulatory requirements, providing new insights into the diversity of your workforce, and helping you identify and set priorities for the coming year.

Benefits

Regulatory compliance

Our attorneys have decades of experience with OFCCP audits and know the agency's latest requirements, processes, priorities and methods. With the help of our proprietary technology and data analytics team, we will work with you to create an affirmative action plan compliant with federal regulations.

An affirmative action plan you can actually use – now and in years to come

By seeing how various factors impact your plan in real time, you'll have greater control and new insights into how your organization is promoting equal employment opportunities – making sure, for example, that your goals are tied to actual recruitment practices. An effective plan can pay dividends for years, as leadership understands what is needed and possesses new strategies to communicate those needs within the organization.

Better inclusion, equity and diversity (IE&D) programs

Federal contractor or not, there is an enormous push for IE&D programs that actually work. An affirmative action plan that is aligned with IE&D efforts, accurately depicts an organization's recruiting processes and workforce, and accounts for census data on the pool of diverse candidates in the job market, can provide the metrics and discipline necessary to advance your company's goals.

For more information, email ServiceSolutions@littler.com.



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With Littler Affirmative Action 360, real-time data analysis meets experienced legal counsel to seamlessly develop an accurate, strategic affirmative action plan – in a secure, privileged context.

Littler client