



WOMBLE
CARLYLE
OUR LAWYERS
MEAN BUSINESS



Creative Business Solutions

Affirmatively Ready

Helping government contractors prepare annual affirmative action programs that comply with federal requirements for hiring women and minority employees.

Problem

Federal affirmative action obligations have become extremely complex and now apply to a vast number of government contractors, even fairly small ones. These contractors are frequently audited by the Office of Federal Contract Compliance Programs (OFCCP) for compliance with these regulations. If a company has not complied with obligations involving the hiring, firing, and promotion of women and minority employees, it can potentially be debarred from receiving government contracts in the future. This could lead to a significant loss of business for the company or even to the company's ceasing to exist as an ongoing business. Many companies' internal staffs are stretched thin and find it difficult to stay abreast of all the regulations and to conduct the needed statistical analyses.

Action

Create a fully compliant affirmative action program that will pass muster with the OFCCP and will place your company in a position to respond fully to the OFCCP if it opens an investigation of your personnel policies, thus avoiding these serious potential difficulties.

Results

An individualized affirmative action plan will place the company in the clear if it is probed by the OFCCP and will permit it to conduct business without interruption and to secure new government contracts. The affirmative action plan tracks applicant flow, hiring, and promotions, and raises a "red flag" for any problem that may attract the attention of the OFCCP, permitting the company to operate with considerably reduced fear of that agency.

Contact

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