How can it be bad to hire good people?

OFCCP financial remedies increase 78% since 2001. — U.S. Department of Labor

History’s largest systemic discrimination case involves well-known retailer, with damages potentially in the billions. — DiversityInc

Women receive $48.9 million in pregnancy discrimination settlement. — U.S. EEOC
We know that people are an organization’s greatest asset.

Every day, companies are making decisions to attract, hire and retain good people. So, why are many of them getting bad press and making national headlines?

Your employment decisions are surrounded by a variety of regulations, with federal contractors subject to even more scrutiny, yet it is the job of every employer to make sure their practices are nondiscriminatory. With more and more emphasis placed on every decision, the risks, costs and reach of affirmative action continue to grow.

If making those decisions is part of your job, you need to be sure you’re not only meeting your company’s overall diversity objectives, but that there is compliance with the ever-changing and constantly increasing federal requirements, much of which are subject to broad interpretation.

Simply put, that’s not easy to do well. Mandated forms of record-keeping and reporting. Determining what types of data to collect. Anticipating ways in which policies and practices might be discriminatory—much less knowing how to change them.

HERE’S SOME NEWS

At Peopleclick, we’ve long recognized this perilous landscape; we see it all too often. And just as important, we know that even though companies have similar worries, their needs are vastly different when it comes to implementing a game plan to ensure compliance. In what we do, one size (or software service) definitely doesn’t fit all and we have more than 30 years of experience helping customers across a wide range of industries.

With our approach to compliance and diversity initiatives, it’s not about selling just a software package or a service, it’s about forging a lasting relationship with each customer. One at a time. Learning about their immediate needs as well as their desires—whether it’s scrambling for an audit or leveraging affirmative action to support diversity initiatives—or all the many things in between.

We are your partner. And with that comes assurance that you will get a depth of expertise no one else in the industry can match. Along with 100% technical compliance. Guaranteed. We’ll be with you every step of the way, and at your side immediately as needs arise.
A Solution Matched to Your Needs

We handle 25% of all affirmative action plans in the nation.

Whether you choose to run software and manage plans internally or outsource plan preparation to our experts, Peopleclick simplifies affirmative action planning and analysis. The outcome is guaranteed technical compliance with a lower total cost.

"No one else has what Peopleclick offers. Yes, it's about compliance, but there's so much more we can influence. We have an opportunity to build a better culture within our organization, and that isn't a dream. It's real."

- Ilyce Eley, Compliance Specialist, Cadbury Schweppes Americas
Our unique approach has made us the nation’s leading provider of affirmative action planning services and software.

Peopleclick provides affirmative action software and outsourcing solutions that ensure your affirmative action plans (AAP) are 100% technically accurate, guaranteed to meet your timelines. We also review internal Equal Employment Opportunity (EEO) practices by analyzing HR decisions such as compensation, promotions, terminations and performance appraisals for potential adverse impact.

We are the nation’s leading provider of affirmative action planning services and software. In fact, more than 25% of all plans produced in the country are handled by Peopleclick.

Knowing that plans prepared by Peopleclick have been audited and found compliant across the nation gives you the assurance your program is accurate and defensible. And it will also serve as a strong foundation for diversity planning, moving you firmly forward in the quest for organizational performance and competitive advantage.

Think of it. Simultaneous plan generation. End-to-end automation. Paperless distribution. The ability to solve compliance issues and save significant time and money. Move beyond the aspects of mandated activity to build better dialogues between staffing and compliance. And ultimately, tie strategy and diversity management with talent acquisition objectives to create workforce planning that’s aligned throughout your whole organization.

Wherever you are on the continuum of compliance, we have the solutions to get you where you’re going.
Companies are recognizing that there is a correlation between an effective diversity program and the ability to acquire and retain high-quality talent. Peopleclick solutions help ensure the success of these programs and let companies recruit to best support their diversity goals.

And these efforts are more and more often generating external recognition not only within diversity communities and the company’s respective industry, but with the public in general, becoming key tools for attracting potential employees and consumers.

PEOPLECLICK EMPOWERS AFFIRMATIVE ACTION AND DIVERSITY SUCCESS

Companies honored for their affirmative action and diversity efforts are announced each year by DiversityInc in the much publicized list Top 50 Companies for Diversity. Once again, more than half of those named, including 7 of the top 10, are using Peopleclick’s affirmative action solutions and services. In addition, a specialty list entitled Top 10 for Recruitment and Retention listed six Peopleclick clients, including the number–one ranked Bank of America.

DiversityInc magazine annually recognizes corporations for excellence in affirmative action and diversity, ranking them according to CEO commitment, human resources, corporate communications and supplier diversity.

"At Bank of America, diversity goes beyond compliance objectives. It is a strategic part of the way we do business. The use of technology in planning and tracking diversity is a critical component in our diversity program. Peopleclick has been a great partner in helping us to create analysis of key data, which strengthens our diversity program."

- Jodi Bryant, Vice President, Workforce Compliance, Bank of America
AND EVERYONE’S HAPPY
We have a 96% client satisfaction rate, something few in the industry can claim. It’s our customer philosophy of working closely together to understand what it takes for you to be a leader in your business. It’s a best practice we’ve developed by serving clients in every major market segment for more than 30 years. That’s why our clients think of us as more of a partner than a vendor.

OUR CLIENTS WIN AWARDS, TOO
Texas A&M University was recently honored with the OFCCP’s most prestigious award, the Secretary of Labor’s Opportunity Award for exemplary commitment to equal employment opportunity endeavors. One of the largest systems of higher education in the country, Texas A&M recognizes that an affirmative action plan is not something that simply gets generated and then filed away. It’s a vital collection of information to use in the creation of award-winning programs, establishing them as one of the diversity thought leaders among other colleges throughout the nation—an important status in the competitive landscape of today’s educational environment.
This is what we do.
Manage risk while developing a diverse workforce.

DELIVERING AFFIRMATIVE ACTION PLANS THROUGH ADVANCED SOFTWARE SOLUTIONS
Peopleclick simplifies affirmative action planning and analysis by giving you the tools necessary to generate timely, accurate and defensible affirmative action plans across all establishments—simultaneously. Our products are designed to fit the size of your business, from single user desktop products to enterprise multi-site solutions. Additionally, we have the most advanced and secure web-based affirmative action report distribution software on the market—eliminating cost and risk and ensuring automated, paperless publication and tracking.

OUR OUTSOURCING TEAM BECOMES AN EXTENSION OF YOUR STAFF
Organizations often find that they lack the expertise and significant time needed to process and accurately collect the appropriate data for their annual reports. We provide you full AAP preparation services so that instead of being mired in the technical details, you can direct and manage the process from a strategic standpoint.

COMPENSATION ANALYSIS
We offer software and services to perform pay equity analysis including self-evaluation as required by OFCCP’s voluntary guidelines. We also offer custom compensation pay equity statistical studies available from Peopleclick Research Institute. The staff of Ph.D.s in the Research Institute provides for customized consulting and statistical studies as needed to ensure your compliance with the OFCCP and for legal issues your organization may be facing.

SYSTEMIC DISCRIMINATION/ADVERSE IMPACT ANALYSIS
Because it can be difficult to see discriminatory practices, adverse impact might be present even where you believe none exists. We have the expertise to provide you detailed analysis of your prescreening, hiring, selection, promotion, termination—and other employment-related circumstances such as mergers and acquisitions—before they become liabilities.

AUDIT AND LITIGATION SUPPORT
We review your affirmative action plan documents with your staff and prepare them for interviews with the OFCCP, including mock audits. In addition to scoring the mock audits, we work with your staff to correct any deficiencies uncovered. We also prepare special analyses requested by the OFCCP and can co-represent you in front of the OFCCP.

DIVERSITY SERVICES
Because diversity initiatives extend beyond awareness training and cultural celebrations, every company needs to have a strategic plan that recognizes diversity as a resource for enhanced organizational performance and true competitive advantage. We offer the tools and services to assist you with the planning and measurement of your diversity program.

“We’ve been a Peopleclick customer for several years. Recently, we needed to call upon them to put a rush on both preparing our data and reviewing our narrative. The results were a truly superb example of business partnership. The team mobilized and met our requirements within the time window promised. We are most grateful for the very high quality, personalized service that we experienced from Peopleclick.”

- Bev Van Scoyk
Director, Compensation, Benefits and HRIS
St. Jude Medical, CRMD
MEETING THE DEMANDS OF GLOBAL COMPLIANCE

Peopleclick works closely with Kilpatrick Stockton, LLP, an international law firm with more than 480 attorneys around the globe, to provide additional resources to help clients understand and prepare for developments in employment-related law. In combination with Peopleclick’s global experience, Kilpatrick Stockton provides expertise to improve client’s abilities to meet the requirements of global legislation with ease.

“...The configurability of Peopleclick’s solutions gives their customers a competitive edge when it comes to meeting the demands of global compliance. The remorseless increase in the complexity of regulations affecting recruitment around the world makes it vital for companies to find IT solutions. Peopleclick provides tools which greatly facilitate compliance in areas as diverse as data protection and affirmative action. They are ideal for companies which want to thrive in the global economy.”

- Timothy Johnson, Partner, Kilpatrick Stockton, LLP

This is where we do it.
Led by a team of nationally recognized EEO/AA consultants, the Peopleclick Research Institute helps organizations comply with federal antidiscrimination regulations, anticipate the findings of audits by government agencies and monitor the fairness of their employment practices. As authorities on quantitative analysis of equal employment opportunity, affirmative action and diversity issues, the Institute helps organizations, including employers and attorneys, manage risk and promote workforce diversity.

The Peopleclick Research Institute works with many of the country’s most prominent law firms, including numerous successful appearances in court on behalf of our clients, to explain our views and the analyses behind them. The basic disciplines from which we draw upon include industrial psychology, sociology, economics, statistics and computer science. We are experts in applying these disciplines to a wide array of issues, especially those requiring the proper compilation and analysis of a large body of data.

Human Resources Consulting Services
The Institute can help you evaluate the fairness and effectiveness of your human resources decisions and practices.

Discrimination Studies
We can help you with:
• Adverse Impact Analysis
• OFCCP Audit Readiness
• Compensation Analysis
• Disparate Treatment Analysis
• Test Validation
• FLSA Overtime Calculation

The Institute’s expertise in the use of statistics in employment discrimination litigation has motivated clients to engage them for assistance with a wide variety of matters, including:
• A major metropolitan Housing Authority in projecting probable consequences of various policies for selecting and placing families in different public housing projects. The projections are central to litigation challenging policy changes proposed by the Authority.
• The successful defense of a large, industrial company during an OFCCP audit. Our properly formulated studies were used to show no adverse impact and the company was granted resolution of audit.
Test Validation
We can help you determine whether any screening questions or tests used to evaluate applicants have an adverse impact on any legally protected group. These studies help organizations protect themselves against claims of race or gender bias in applicant or employee testing for pre-screening, selection and advancement.

Specialized Training
Legal defensibility, hiring system effectiveness and widely perceived fairness are major benefits of keeping your HR staff up-to-date with specialized training from the Institute. We offer the following topics as well as others:

- Validation and job-relatedness
- Employment discrimination concepts and terminology
- Proper use of statistics studies for business and legal issues
- Performance appraisals

EEO Litigation
We help companies, attorneys and individuals investigate and analyze cases involving employment discrimination. Sometimes our analyses provide the basis for settlement talks. On other occasions our findings are useful as trial evidence, and when appropriate, we testify in court.

Wage and Hour Litigation
We have been retained by attorneys on behalf of plaintiffs and defendants in cases where employees claim their employer is violating the Fair Labor Standards Act (FLSA).

- The successful settlement and damage calculation for a municipality in a compensation lawsuit with both union contracts and federal FLSA obligations for police and firefighters.
- We helped plaintiffs in a class-action lawsuit against a large citrus grower by reconstructing the payroll records that had been altered by the employer. Our efforts helped workers recover lost wages.
There’s a whole lot more to the story.

Peopleclick’s products and services are uniquely designed to meet all of your human resources challenges. From recruitment and selection, assessments, onboarding, employee retention, and contact management to workforce planning, we offer a set of integrated steps that can carry you and your employees through all the evolutionary stages needed to transform your activities from a corporate necessity into a competitive advantage.

It’s a flexible solution that can integrate seamlessly with your existing capabilities, instead of duplicating them.

And it’s a comprehensive approach that gives you the vision to see, and the power to manage, your entire talent pool. Along with a better way to plan, a better way to mitigate risk and a better way to spot retention opportunities.
FLEXIBLE. RELIABLE. SECURE.

Built to work together, our products—along with the associated enterprise metrics and analytics—create a transparent end-to-end solution that gives you a complete view of your entire talent pool across the whole organization.

Our software-as-a-service (SaaS) delivery model is an integral component of our technology strategy, and what this means to you is that you benefit from the advantages of SaaS including a high degree of scalability, flexibility, reliability and security. Our enterprise software solutions are globally accessed through IBM Level One Data Centers.

HRCI-CERTIFIED TRAINING

Peopleclick offers extensive training on affirmative action plans and methodologies as well as advanced training to fit your specific needs, including understanding affirmative action, interpreting plans, monitoring reports, the mechanics of an audit, preparing your narrative and more.

We offer a variety of training approaches to suit your needs, including regional training, train-the-trainer, virtual, as well as on-site training at your facility.

EEOSOURCE.COM

An impressive website and industry first.

EEOSource is the industry’s first web-based community for HR professionals who have responsibilities in the areas of affirmative action planning, EEO compliance and diversity. Until now, EEO information specific to recruitment processes or retention programs or layoff processes has been scattered throughout the websites of government agencies, HR organizations, news sites, and product and service vendors.

In addition to the basics, Peopleclick’s EEOSource website covers current “hot topics” in EEO and contains a reading room with a comprehensive set of articles and white papers. Abundantly linked to related sites, it also provides a discussion forum through which visitors can communicate with their colleagues to gain insight into how others are solving EEO-related problems.
This is where it all comes together.

We talk to so many HR professionals who tell us they ‘became’ their organization’s compliance specialist because they had to. It had to be done. But in doing so, they found value in the data that the plans provided. And they wanted to use it to support their diversity initiatives. Soon, those initiatives became a passion, a way to make a difference in the lives of everyone they touched—and to the organization’s well-being as a whole.

With our unique approach to affirmative action planning, we’re perfectly positioned to help you through all the evolutionary stages of compliance and diversity.

Which is exactly what you need to stay out of the headlines and at the forefront of HR excellence.

Visit us today at peopleclick.com, and discover how to put Peopleclick’s experience and expertise to work for you.
Your people. Your success. Our focus.
Your **people**.
Your **success**.
Our focus.