

Peopleclick® Workforce Compliance and Diversity Solutions

The Leader in Affirmative Action Services

Affirmative action planning and diversity management are extraordinary tasks to tackle alone, especially if you have multiple establishments across your enterprise. You may already have software to help you with some aspects of these critical business processes, but as you grow, your needs may go beyond self-service. Peopleclick offers a robust suite of affirmative action services to help you achieve your business objectives. Whether you want us to prepare your affirmative action plans, support you in an audit, ensure you are fairly compensating your employees or provide full-service program design and definition, we can assist you with all of your affirmative action service needs.

“Peopleclick creates 100% OFCCP-compliant affirmative action plans for us, freeing me up to focus on more strategic projects and making my job much easier.”

*Jeff Connor
EO Specialist
EMC Corporation*

How are We Different?

- **100% Technical Compliance**
Since 1975, our plans and methodology have withstood audits in every federal region and consistently been found 100% technically-compliant. With Peopleclick you have the peace of mind that our services will always reflect industry best practices and the latest regulatory changes.
- **Domain Expertise**
We have been in this business for over 30 years and employ over 70 experts dedicated to delivering affirmative action services. Our experience and commitment to resources allows us to provide you with an unmatched level of personal service.
- **Proven Methodology**
Peopleclick’s consultative approach to project management helps you achieve your goals and mitigate risk. Our best practices methodology, a product of decades of experience working with clients of all sizes across all industries, helps you maximize the value of your affirmative action or diversity program.

Peopleclick®

Why Peopleclick?

- Peopleclick software and services produce over 25,000 plans for more than 2,000 clients annually. This is over 25% of all affirmative action plans in the U.S.
- Our solutions cover 5 million employees each year
- Our clients range from small companies of 50 employees producing one plan per year to large enterprises of 250,000 employees producing almost 2,000 plans annually

Affirmative Action Plan Preparation

Peopleclick provides full affirmative action plan preparation services, producing complete and accurate reports that are guaranteed technically-compliant and delivered in a timely manner. Working together with Peopleclick experts, you can direct and manage the process from a strategic compliance perspective instead of being mired in the technical aspects of plan preparation. With Peopleclick, you can:

- Manage affirmative action/EEO compliance goals
- Analyze your annual AAP data and reports
- Manage your corporate diversity initiatives
- Determine whether there is compensation disparity among minorities and females
- Prepare your organization for an Office of Federal Contract Compliance Programs (OFCCP) audit
- Analyze your applicant pool for adverse impact indicators
- Ensure your plans are 100% OFCCP technically-compliant

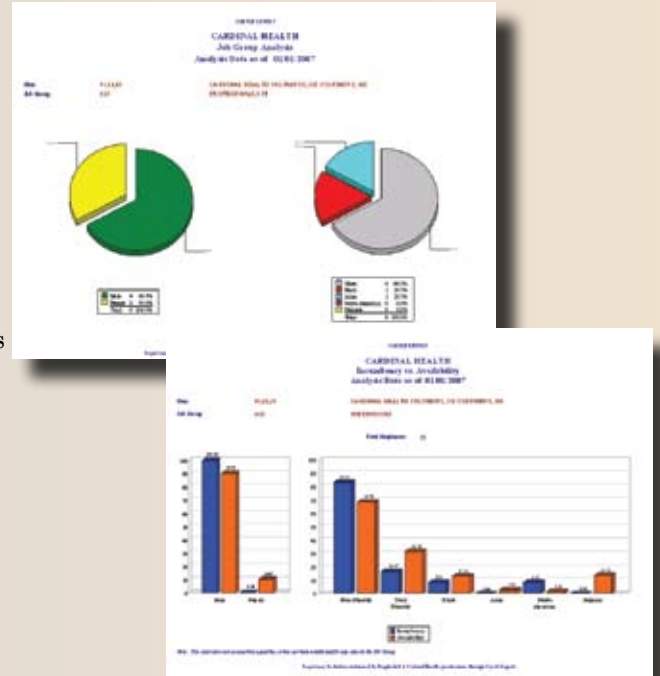
“Peopleclick recently assisted us during an OFCCP audit, and we were thankful to have one of the best trailblazers in the business as our guide.”

*Bob Adamov
Vice President - Human Resources
TechniGraphics*

Comprehensive Services

Peopleclick offers a number of extended services in addition to our Affirmative Action Plan Preparation service. Many organizations take advantage of these services to build an effective and comprehensive affirmative action program, moving them toward their goal of diversity management.

- **Compensation Analysis** – Our consultants at the Peopleclick Research Institute (PRI) offer Pay Disparity Analysis services that enable you to anticipate the OFCCP's findings. PRI's use of regression and Rank Sum models has been found to be very effective in detecting pay discrimination.
- **Risk Analysis** - Peopleclick consultants can prepare a complete Risk Analysis of your Affirmative Action Plans using the same methodologies used by OFCCP during the Desk Audit assessment.
- **Compliance Review and Audit Support** - Peopleclick consultants can assist you in a pre-audit, audit and post-audit support capacity to ensure your organization is protected at every step of the audit process.
- **PRI Applicant Compliance Programs** - Our team of experts at the Peopleclick Research Institute offer a variety of consulting packages ensuring your internet applicant policies and procedures are accurate and compliant.
- **Principles of Affirmative Action Workshops** - A curriculum designed to meet your specific EEO/AA needs. Each program is tailored to address your specifications. Available classes range from web-based, on-site or regularly scheduled classroom sessions in various locations around the US.
- **EEO-1, VETS-100 and VETS-100A Reporting** - The reports we prepare for your organization are compliant and suitable for submission directly to the Joint Reporting Committee and Department of Labor. Our consultants can also file the reports with the appropriate agency for you.
- **Additional Monitoring and Impact Ratio Analysis** - Peopleclick offers you the capability of monitoring your progress toward goals and measuring adverse impact at the frequency consistent with your business needs. Monitoring services may be provided at a monthly, quarterly, semi-annual or annual basis.
- **Hiring Workflow Steps Analysis** - The Peopleclick Research Institute consultants can effectively analyze every step of your selection process or processes for potential adverse impact.
- **Diversity Services** - Our consultants have the tools and know-how to help your organization leverage your affirmative action efforts to complement and support your diversity initiatives.
- **Webcasts** – Keep up to date on industry trends through our highly informative live and pre-recorded webcasts led by industry experts. Our LIVE presentations offer you the chance to interact with our experts online!



The Peopleclick Difference

Peopleclick delivers your affirmative action plans and services using a unique approach: by assigning a project team to each client. Your project team consists of a project manager and 2-4 consultants or senior consultants. You can be assured that Peopleclick's depth of resources is unmatched in the industry.

We are so confident in the quality of our plans and services, we offer the following guarantees:

1. If the OFCCP has a technical issue with our statistical methodology, we address the issue and correct it at our expense.
2. If the OFCCP requires revisions or modifications to any portion of your plan, Peopleclick reruns your statistical analysis to ensure technical compliance at no additional cost.
3. We deliver your plans within 30-90 days.

Peopleclick provides software and services that help global companies find, attract and hire quality people—in less time, with less risk. As the nation's leading provider of affirmative action solutions, Peopleclick empowers clients to simplify, improve and measure their compliance initiatives, while integrating affirmative action and diversity goals into their hiring processes.

To find out more about putting Peopleclick Workforce Compliance and Diversity Services to work at your organization, contact Peopleclick at EEOSales@peopleclick.com or call 1.800.782.1818, option 3.

Peopleclick

Your People. Your Success. Our Focus.

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