

OFCCP Compliance Solution

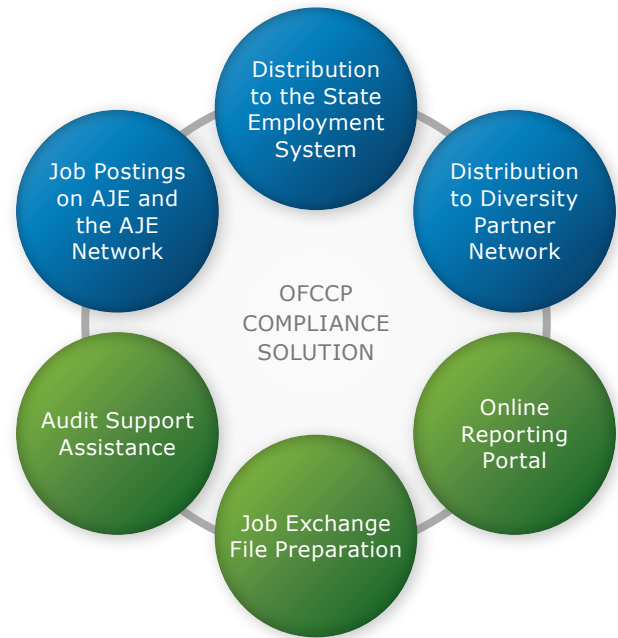
The Office of Federal Contract Compliance Program (OFCCP) mandates that companies doing business with the Federal government must comply with a set of regulations in their recruitment practices. These regulations cover several areas including those related to listing and distributing job opening information to veterans, minorities, women and people with disabilities. America's Job Exchange (AJE) provides services to help companies meet these specific requirements. The OFCCP Compliance Solution from AJE has been a market leader used by thousands of enterprises and mid-sized businesses to meet OFCCP compliance needs. The solution also serves as a broad recruitment advertising platform to help businesses reach a large number of qualified job seekers, including a significant concentration of minorities, veterans, and people with disabilities.

The AJE Difference

With its roots in the US Department of Labor's America's Job Bank program, AJE is the original innovator and leader in recruitment compliance, serving employers, associations and state workforce agencies. The AJE solution is not only the most complete but also the most customizable. Your solution will be tailored to match your company's needs, based on the number of employees, hiring projections and your technology infrastructure. Starting at less than \$500 per month, the AJE solution is the most cost effective way to maintain your recruitment compliance program while reaching great talent rich in diversity.

Solution Details

The AJE compliance solution bundles several distinct services offered by AJE, and is offered as a complete package for job listing and distribution compliance. For one low fee, get your business all that is needed to navigate the complex regulatory environment, and maintain a compliance program that is easy, effective and inexpensive.



OFCCP Compliance Solution

JOB POSTINGS ON AJE AND THE AJE NETWORK

As a first step of the AJE compliance solution, your job listings are posted on www.americasjobexchange.com, which consistently draws over a million job seekers each month. The job listings are then posted on the AJE Diversity Exchanges¹ to reach diversity audiences, and AJE State Exchanges² to reach local candidates. Listing of the jobs on AJE and the AJE Network ensures that job opening information reaches a large number of job seekers, including veterans and minorities, as well as candidates local to a given job. The job postings are indexed for various search criteria, and optimized for search engine performance. In addition, Search Engine Marketing (SEM) is used to maximize audience reach throughout the internet.



Distribution Network

DISTRIBUTION TO THE STATE EMPLOYMENT SYSTEM

A core component of the AJE solution is the daily distribution of job listings to state employment system in all 50 states. As part of this service, each of your job listings are distributed to career counselors and veteran's representatives (DVOPs and LVERs) in One Stop Career Centers nearest to the job location. Getting your jobs into the hands of the state personnel, who are dedicated to helping job seekers and veterans, is a major component of the AJE solution. Based on customer needs and specific requirements imposed by auditors, AJE also provides services to post your job listings on the state job websites.

DISTRIBUTION TO DIVERSITY PARTNER NETWORK

AJE has partnered with career networks that specialize in reaching job seekers who are veterans, disabled veterans and minorities. These partnerships enable AJE to re-publish your job postings to thousands of niche sites including some of the most recognized and well trafficked ones within these niche communities. In addition, AJE has developed relationships with Community Based Organizations (CBOs) across the country. Job listings are sent to local centers to help career counselors assist veterans, minorities and job seekers with special needs with their career search. Distribution of job listings to veterans and diversity partner network is an essential element of the AJE compliance solution.

Tools and Technology

The AJE compliance solution comes as a bundle of technology, tools and services that make it easy for you to distribute and post job listings. Now, you can easily maintain and manage the administrative burden of the OFCCP compliance program at a cost that won't break your budget.

ONLINE REPORTING PORTAL

The AJE compliance solution includes 24/7 access to your personal online reporting portal where you can search and view details of your job posting and distribution history. Perhaps the most important piece of information you will need in the event of an audit is appropriate record keeping of job posting and distribution activities. Reports and details are at your fingertips anytime, anywhere and are downloadable for safe-keeping. The reporting portal is an integral part of the AJE compliance solution, and one of the favorite features of our customers.

Job ID	Job Title	State	Post Date	Company Name	Multi State Posted	Reporting Method	Published Method	Ready Method	Posted Method	Ready Method	Posted Method
000001	Sample Job Title	California	05-01-11	Sample Company	Yes	Email	Job Board	Job Board	Job Board	Job Board	Job Board
000002	Sample Job Title	California	05-01-11	Sample Company	No	Email	Job Board	Job Board	Job Board	Job Board	Job Board
000003	Sample Job Title	California	05-01-11	Sample Company	No	Email	Job Board	Job Board	Job Board	Job Board	Job Board
000004	Sample Job Title	California	05-01-11	Sample Company	No	Email	Job Board	Job Board	Job Board	Job Board	Job Board
000005	Sample Job Title	California	05-01-11	Sample Company	No	Email	Job Board	Job Board	Job Board	Job Board	Job Board
000006	Sample Job Title	California	05-01-11	Sample Company	No	Email	Job Board	Job Board	Job Board	Job Board	Job Board
000007	Sample Job Title	California	05-01-11	Sample Company	No	Email	Job Board	Job Board	Job Board	Job Board	Job Board
000008	Sample Job Title	California	05-01-11	Sample Company	No	Email	Job Board	Job Board	Job Board	Job Board	Job Board
000009	Sample Job Title	California	05-01-11	Sample Company	No	Email	Job Board	Job Board	Job Board	Job Board	Job Board
000010	Sample Job Title	California	05-01-11	Sample Company	No	Email	Job Board	Job Board	Job Board	Job Board	Job Board

On-Demand Online Reporting Tools

"AJE's posting and reporting services have helped our company to meet our Legal posting requirements. AJE representatives truly value their customers, and have been extremely responsive to our needs."

*Strategic Staffing Specialist
Smith & Nephew Wound Management*



JOB EXCHANGE FILE PREPARATION

AJE makes it easy for you to send jobs for posting and distribution. The AJE solution includes free set up of your accounts and import of job data. Job feeds can be easily prepared and sent via a supported ATS system. XML feeds can also be sent to the AJE public interface (PI) data exchange system. For a nominal fee, AJE can also import job information directly from your career site using scraping technologies.

AUDIT SUPPORT ASSISTANCE

When it comes to service, you can count on AJE. Support personnel are available to answer your questions and assist in the event of an audit. They can help you prepare for an audit, retrieve past documents from the database and much more. Live customer service and audit support is just another example of how AJE makes it easy for you.

Try us today. Call us now or visit
www.americasjobexchange.com/employer/ofccp-compliance

¹For example, www.americasjobexchange.com/veterans
²For example, www.americasjobexchange.com/ny



Corporate Headquarters

About America's Job Exchange

America's Job Exchange (AJE) is the leading employment website for middle-income non-executive jobs. AJE launched in 2007 as a private sector effort to continue the services offered by America's Job Bank, the pioneering national workforce development program for the U.S. Department of Labor. Today, thousands of employers, large and small, use AJE for recruitment sourcing solutions, diversity branding, and industry-leading recruitment compliance solutions. More than a million job seekers use AJE each month to find jobs and manage their career development.

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