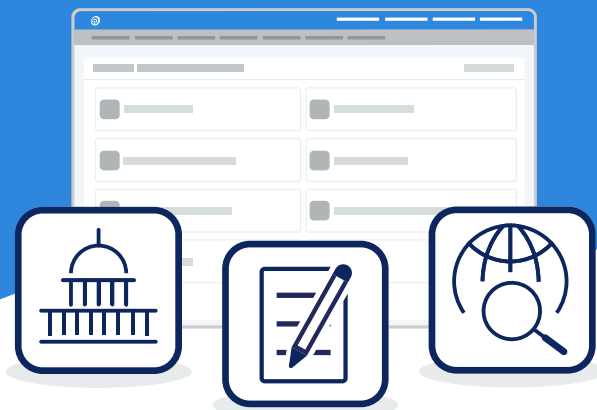# JOBTARGET

Compliance Suite

Easily stay compliant with the OFCCP.

The Office of Federal Contract Compliance Programs (OFCCP) requires federal contractors to meet several obligations to prevent discrimination when recruiting and hiring. Section 503 of the Rehabilitation Act and the Vietnam Era Veterans Readjustment Act (VEVRAA) require contractors to follow a specific process to stay compliant and prevent costly violations.

The many OFCCP requirements can be overwhelming. You have to make sure your jobs are posted to all the right sites, maintain detailed records, and still make a hire. You don't need your compliance vendor to add to the confusion by giving you a whole new system to learn. You need dedicated support, expertise, and a flexible solution that integrates with your existing processes. That's where JobTarget comes in.

We offer expert support and tools to help you meet your OFCCP obligations and fill your open role.

> "Job Target has been a fantastic partner in our OFCCP compliance efforts. Their automated OFCCP compliance services save us hundreds of man hours per year, freeing up our staff to focus on the critical recruiting efforts to hire the best teammates for our company."
>
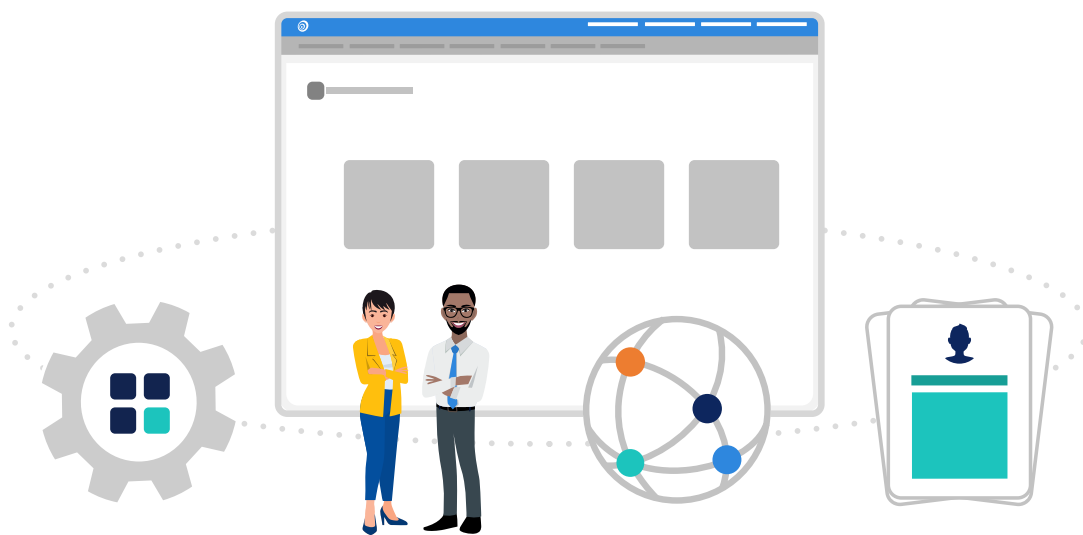> **Greg Brame, Director,** Talent Acquisition, Sarnova

Why JobTarget Compliance

- We **automate** the tedious tasks associated with recruitment-related compliance.

- You'll have the support of our **expert team** for guidance on both your compliance efforts and your recruitment strategy.

- Leverage our seamless **integrations with most HR software**, from applicant tracking to payroll systems, so you can make compliance part of your existing process instead of having to manage an entirely new and separate tool.

- We offer a range of tools to **help you make hires**. You deserve to get more out of your compliance solution.

JobTarget's Compliance solution offers multiple tools that work together to offer well rounded coverage, ensuring compliance with all recruitment-related OFCCP requirements.

OFCCP CompliancePost

JobTarget CompliancePost automates posting your jobs to state job banks and sites targeting veterans and people with disabilities to keep you OFCCP compliant. You'll also have access to detailed reporting and documentation, including image proofs. Use the Reporting Hub to generate a report to keep you covered in the event of an OFCCP audit.

Automated compliance.

Jobs are automatically imported and posted to state job banks and sites targeting veterans and people with disabilities.

Detailed reporting and documentation.

You'll have the right information at your fingertips when you need it. View detailed performance reports and have image proofs stored for 3 years. You can also compile your jobs into a report in the Reporting Hub.

Support from a dedicated team.

We will get you set up, review and adjust your service as needed, and provide recommendations. Most importantly, we'll have your back in the event of an audit. Our Media Services team can also assist in Affirmative Action and Media Planning.

OFCCP Activities App

When the time comes for an audit, you want to have your good-faith activities documented and ready to go. JobTarget's OFCCP Activities App is a simple tool that helps you keep track of your progress towards the goals you need to meet in order to stay compliant with OFCCP regulations.

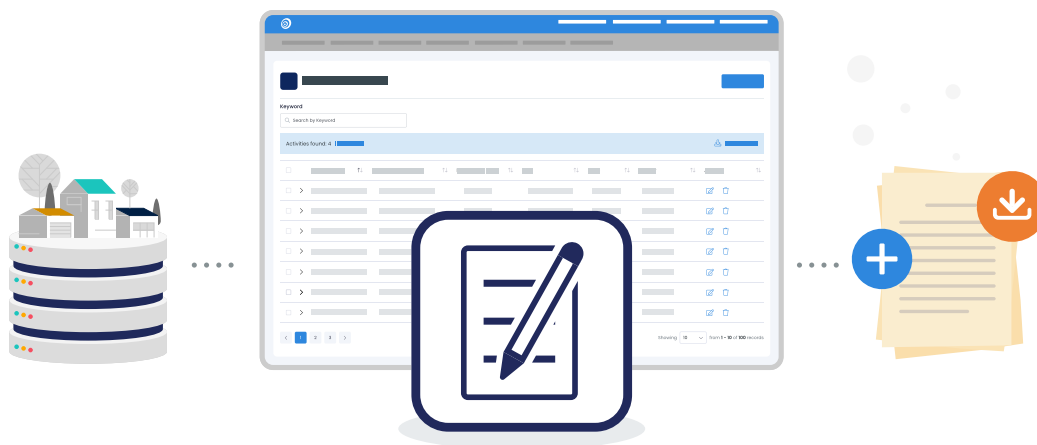## Extensive database of community organizations.

Search through our database of thousands of community-based organizations to find the ones you need.

Documented outreach.

Add notes to keep track of your efforts relating to each organization. The Activities App also gives you the ability to download your notes so you can present them to the OFCCP in the event of an audit.

Free for Compliance customers.

If you buy CompliancePost or Local Outreach, you get access to Activities App for free!

Optional Add-On

OFCCP Local Outreach

Easily connect with your community-based organizations and recruit locally with JobTarget's Local Outreach App. Browse our database of local organizations, email them directly, and add them to your dashboard where you can view and manage activity.
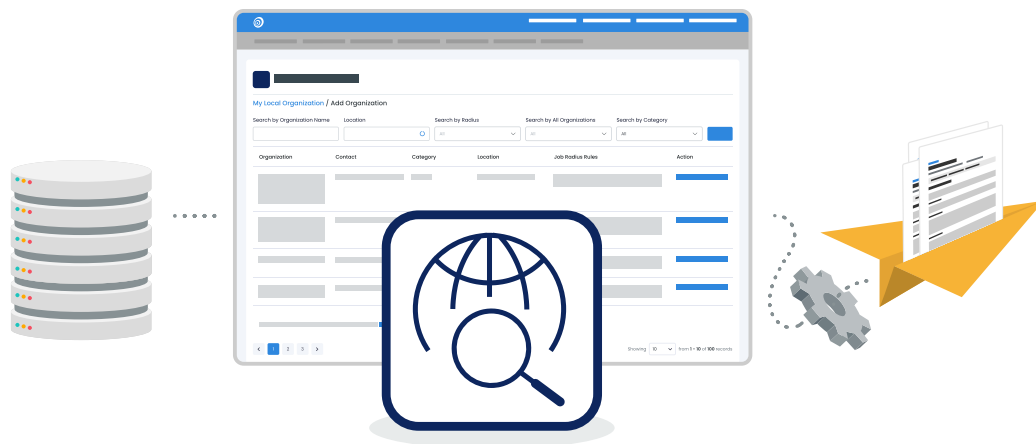
Leverage our database.

Get your jobs in front of the right candidates and fill your roles using our extensive database of thousands of local agencies and community-based organizations.

Automatically send your jobs.

Eliminate tedious administrative tasks and automatically send your jobs to local contacts. You'll save time, easily reach more potential local candidates, and expand your recruiting without lifting a finger.

Keep your outreach organized.

All of your local organizations are viewable in one place in the Local Outreach App. Create, save, and download your outreach activity notes related to each organization, and in the event of an OFCCP audit, your records will be ready to go.

JOBTARGET

Optional Add-On
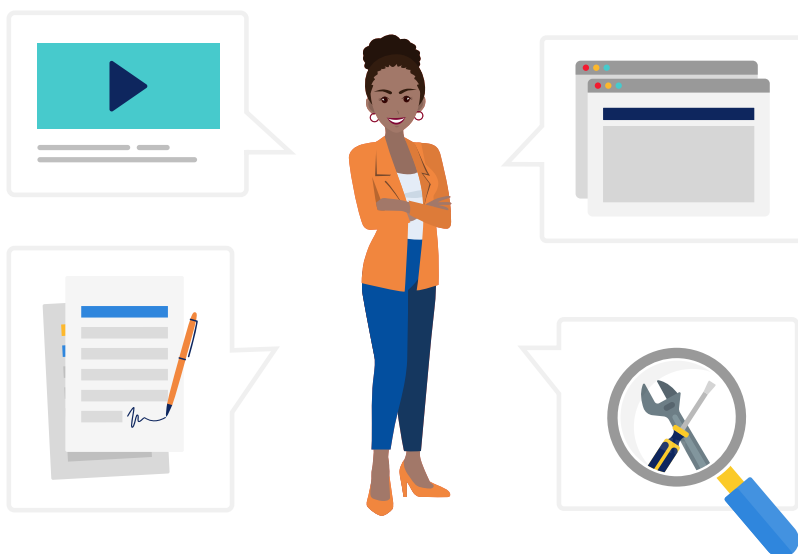
Affirmative Action Planning Assistance

If you are a federal contractor or subcontractor looking for support in meeting your Affirmative Action plans and goals, we can help! JobTarget Media Services can help you reach veterans and people with disabilities using our research tools and expertise in recruitment sites, identifying various media solutions, purchasing and managing media contracts, and more.

It's important to note however that our services are an extension of your OFCCP Compliance package and do not replace your compliance efforts.