

## Affirmative Action Consulting

For more than 35 years, Berkshire's affirmative action consulting has been our flagship service. Clients feel secure outsourcing to Berkshire because each AAP is handled in-house by our highly-qualified consultants and backed by decades of OFCCP experience.

### Scope of Services Include:

- Numerous data quality tests to ensure plan accuracy
- Development of job group analysis and organizational profile
- Recommendations for recruitment areas and feeder groups
- Calculations of internal and external availability
- Analysis of incumbency vs. estimated availability
- Determinations of placement goals for the current plan year
- Evaluation of goal attainment from the previous year
- Adverse Impact analyses on personnel actions by favored groups
- Completion of all required narratives

Using data from your organization, our consultants will work with you to develop a



EO 11246  
Section 503,  
and VEVRAA  
are all included.



**Women and  
Minorities**



**Individuals  
with Disabilities**



**Protected  
Veterans**

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## What You'll Get

**Berkshire will work closely with your team, walking you through every step of the process – from training to implementation – to ensure compliance and neutralize the impact of upcoming audits.**

### Guaranteed deliverables include:

- An electronic copy of the plan, complete with all narratives, required components, and supporting reports.
- An AAP review and evaluation meeting when your plan is completed—our experienced consultants explain reports, discuss potential problem areas, and recommend next steps.
- A reporting portal with an Executive Dashboard and individual plan portal for all your AAP owners.
- Trend Reports Portal to analyze data over a period, by job group, location, or plans
- Exclusive access to balanceREACH, our Good Faith Efforts tracking and evaluation tool.
- Ongoing updates on industry trends and other information via our weekly blog.



**35+ Years  
Experience**

**UNMATCHED  
EXPERTISE**



**96% Client  
Satisfaction**

**OUTSTANDING  
SERVICE**



**6,000+  
AAPs Completed  
Per Year**

**CONFIDENCE  
IN RESULTS**



### Ask Us About Audit Protection!

In addition to plan preparation, Berkshire has an audit defense team on call, ready to protect your company during an audit.