



Affirmative Action Software

Berkshire was founded in 1983, later developing the first-ever automated solution for Affirmative Action Planning (AAP). Today, our ground-breaking product, balanceAAP, offers advanced algorithms to help the HR professional seeking to streamline the AAP process.

balance|AAP Capabilities

- Create 100% technically compliant plans
- Generate all OFCCP required narratives and reports for all three plans – MF, PV, and IWD
- Create multiple Affirmative Action plans with a single data set
- Create Impact Ratio Analysis and Goal Attainment reports for personnel actions by favored group with no extra effort.
- Perform “what-if” analysis with different rules and settings
- Use our customizable narrative templates to construe the story of your affirmative action initiatives.
- Publish reports and graphs to share with your management team

Using data from your organization, you can use this software to develop a



EO 11246
Section 503,
and VEVRAA
are all included.

Customer Service with a Personal Touch...

Berkshire offers people-focused customer service to all balanceAAP customers, ensuring a seamless experience.



Affirmative Action Software

Features and Functions



When it comes to preparing an Affirmative Action plan, you deserve to feel confident that your end results will stand up to scrutiny. **balanceAAP** offers an extensive list of features that enable you to create your plan with confidence and ease.

balance | AAP Features

- Data mapping wizard with error-checking and file consistency features
- Auto Census Coding feature to jump-start your census coding process
- Automatic generation of recruitment areas based on employee or applicant zip codes
- Customized report levels – by establishment, functional grouping, plan groups, department or rolled-up business units levels
- Integrated Good Faith Efforts Tracking module – balanceREACH – for tracking and evaluation of Outreach and Recruitment
- Trend Reporting for year over year comparison



Secure



Powerful



And don't miss out on our Software Training!

Berkshire offers public training to empower you and your team to get the most out of balanceAAP.

balance | AAP