



# berkshire

*Applying Insight. Delivering Foresight.*

**Berkshire is a human resources consulting and technology firm that specializes in helping companies strengthen their workforce, while minimizing compliance-related risks.**

In 1983, Berkshire began as one of the first companies to establish an automated way to prepare affirmative action plans (AAPs), revolutionizing the AAP process for HR professionals nationwide.

Over the years, Berkshire has expanded its scope of services beyond AAPs to meet the evolving needs of HR professionals with pay equity and DEI services, applicant tracking, training, and software.

Today, these cutting-edge HR solutions, paired with superior customer service, have positioned us among the most sought-after providers in the industry.



**I would not use anyone else!  
You all are the best!**

Marge Sachs | Emergent Biosolutions

## Our expertise and services address a wide range of HR needs:



### Affirmative Action

Berkshire has been a pioneer in the affirmative action space for over 35 years. Today, our team of experts continue to live out Berkshire's legacy, while helping clients build 100% OFCCP compliant affirmative action plans.



### Pay Equity

As matters of pay inequality become increasingly relevant in today's workforce, Berkshire is poised to work with your team to keep ahead of the game and minimize the risk of a pay-based lawsuit and tarnished image.



### DEI Services

DEI is a vital indicator that can reflect how well-positioned your organization is, both from the consumer perspective and in reference to your direct competitors, as you work to attract and retain top talent.



### Applicant Tracking

In today's labor market, HR professionals need simple, powerful recruiting solutions. That's why we built balanceTRAK, an ATS with the features you need to automate your entire recruiting process to get the hire you desire.

## As a trusted partner, Berkshire can provide:

### Consulting

From lifelong HR specialists to veterans from the EEOC and OFCCP, Berkshire employs the most highly-qualified affirmative action consultants in the industry.

### Software

Our in-house developers merge HR expertise with modern technology to deliver out-of-the-box solutions for the HR professional looking to do-it-yourself.

### Training

Berkshire has developed a fleet of effective training programs to equip clients with the knowledge needed to navigate the complexities of affirmative action compliance.



Visit [www.berkshireassociates.com](http://www.berkshireassociates.com) for more information.