



Affirmative Action Planning

If your organization is a federal contractor or subcontractor, it's likely you need to comply with affirmative action laws and regulations. Ensuring that you're compliant can be time-consuming and expensive, and even if you have experience dealing with affirmative action issues, it can still be a demanding process.

FlashPoint offers help. Our professionals can assist you in developing annual affirmative action plans that protect your organization, save you time and money, and enable you to focus on proactive affirmative action measures. We'll address your specific needs to make sure your plan is both legally sound and well suited to you.

With the support of HudsonMann, one of the leading affirmative action providers in the country, we offer the following services for one reasonable annual fee:

» Analysis and Plan Development

To better understand your position and your needs, we conduct analysis in areas such as workforce utilization and adverse impact. We then incorporate your company's policies into your affirmative action plan, and we help you develop or revise policies and practices as needed so you comply with all federal regulations. We also identify problem areas and offer recommendations to ensure a good-faith effort in fulfilling your obligations.

» Reports and Documentation

The affirmative action documentation and reports we provide exceed government requirements. Especially useful are red-flag reports and periodic management reports that help you stick to your plan. We present all this information to you in an easy-to-reference binder.

» Audit Support

Should you receive notice of a compliance review, support is just a phone call away. Affirmative action specialists at HudsonMann will work with government auditors on your behalf and help you prepare a response. Statistics demonstrate HudsonMann's success—92 percent of the audits end at the desk level (with no onsite review), and 96 percent of clients receive a letter of compliance.

» Training

Effectively communicating affirmative action policies and goals to managers and supervisors is one of the greatest challenges of affirmative action planning. Through our partners at HudsonMann, we offer you access to online training, seminars, an annual conference, and e-mail newsletters and updates.

» Customer Service

Our work doesn't stop when your plan is complete. Affirmative action specialists are available for unlimited phone and e-mail support. Whether you need to define an applicant or understand a report, we're here to help you.