

Circa

OFCCP Compliance Solutions



Thought Leadership



Webinars

HRCI & SHRM accredited

Attend webinars hosted by a team of experts who address topics including government compliance and recruiting



The OFCCP Digest

monthly publication

Subscribe and read about a range of topics including Affirmative Action, EEO, and government compliance.



Blog

timely articles delivered to your inbox

Subscribe and get the most up-to-date information on OFCCP compliance, affirmative action, equal opportunity employer, diversity recruiting, and more, delivered straight to your inbox.



Ask the Experts

forum with industry leaders

Submit questions to industry experts in OFCCP compliance, AAP, and EEO on an online forum.



Proud member of

- Industry Liaison Groups (ILG)
- American Association for Access, Equity and Diversity (AAAED)
- National Association of State Workforce Agencies (NASWA)



Sponsor and speak

at OFCCP-related conferences nationally

Our experienced staff at Circa frequently speak before corporate leaders from Fortune 500 companies; present on topics related to affirmative action and equal opportunity employment; and conduct in-house training for clients, providing unparalleled guidance on questions about OFCCP compliance.



2,000+

federal contractors
trust us to manage
their unique
compliance needs

SONY



We Can Help You

Achieve compliance with our comprehensive OFCCP Solutions	 Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA)	 Executive Order 11246	 Rehabilitation Act (Section 503)
List jobs openings with the ESDS/State Job Banks	✕		
Identify and recruit protected veterans to assist with hiring benchmark	✕		
Request priority referral of protected veterans	✕		
Notify ESDS sites of contractor status, hiring locations, & contact information	✕		
Take affirmative action to hire women, minorities, IWDs, and protected veterans	✕	✕	✕
Conduct annual assessment of effectiveness of outreach and recruiting efforts	✕	✕	✕
Comply with audit and reporting requirements	✕	✕	✕
Provide invitation for job applicants to self-identify	✕	✕	✕
Identify and recruit individuals with disabilities to assist with utilization goal			✕



Expand Your Reach

Promote your jobs on our network of diversity sites



National network of 600+ local employment and diversity sites

Drive quality candidates to your jobs by choosing one of our local websites



5M+ visitors per month

As part of Circa, our locally-focused employment and diversity websites cover the entire United States



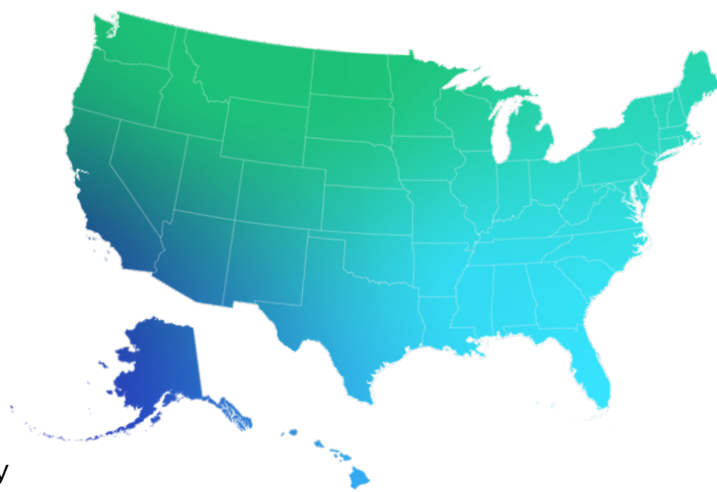
Seamless integration with your ATS

Streamline your entire hiring process and easily manage every applicant through our built-in ATS



Become a diversity employer of choice

Connect with local community and diversity organizations to promote your jobs in front of a diverse talent pool



“Our company has used the services of Circa for over three years. Their support has been outstanding and set up was extremely easy. We especially enjoy that our job postings are now automatically posted on the necessary state unemployment sites and we are provided with the appropriate compliance documentation. In addition, we now have the ability to broadcast our positions to a much larger number of diversified organizations. It has been an absolute pleasure to partner with Circa.

I strongly recommend their services to other organizations.”

L.D. of Federal-Mogul



Seamless Integration Simplify your job posting process

Applicant Tracking System

- Create your own hiring stages and customize your disposition codes
- Streamline communications, messages, and scheduling of interviews
- Demographic data collection (E.O. 11246)
- Accessibility (Section 503)
- On-demand reporting
- Seamless integration to showcase your jobs on your website with PoweredBy 2.0™

1. Job Postings

2. Applications

3. Interviews

4. Offers

5. Hires



Increase Your Outreach Efforts

Distribute your jobs to community organizations

15,500 community-based organizations

20,000 community contacts

Outreach to women, minorities, veterans, and IWDs

Our extensive directory of local community and diversity organizations plays a big role when it comes to sourcing diverse candidates

Veteran priority referral through VetConnect™

Your open positions are sent to specialists through a targeted email to give veterans priority referral

Send messages, record notes, and track referrals in OMS

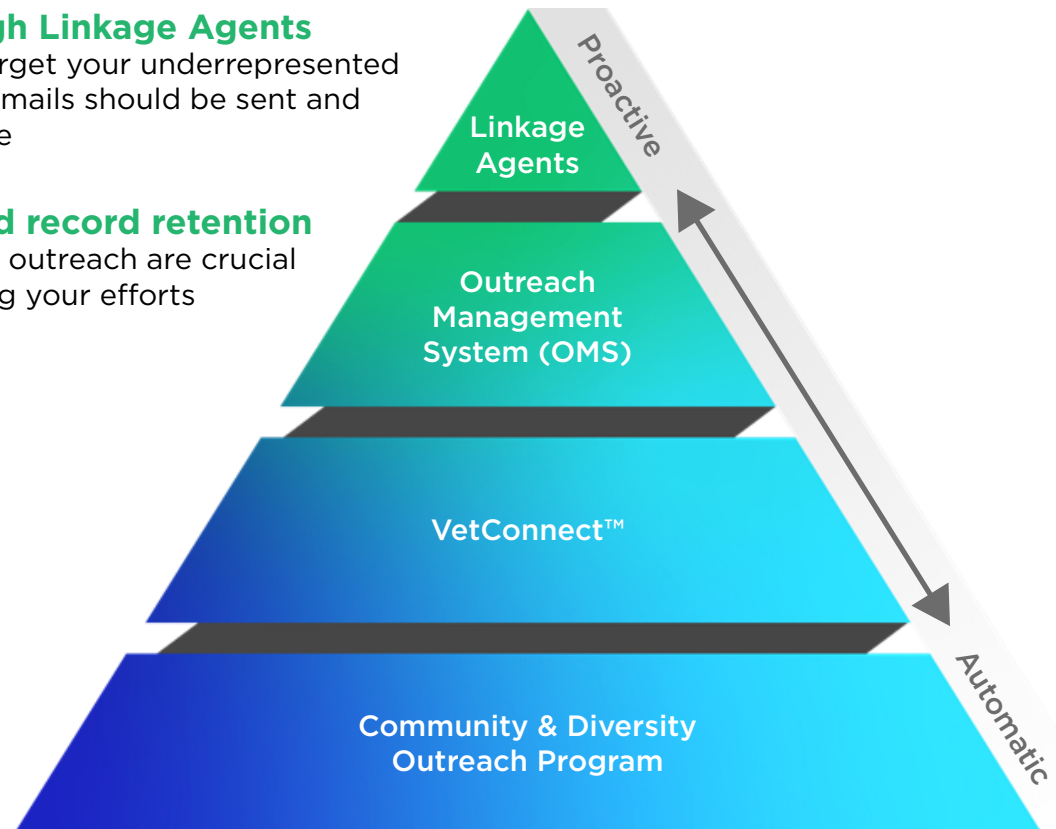
Our Outreach Management System (OMS) allows you to easily find organizations who can refer qualified and diverse candidates

Targeted outreach through Linkage Agents

Customize your outreach to target your underrepresented groups. Select how often the emails should be sent and what jobs you want to promote

On-demand reporting and record retention

The reports documenting your outreach are crucial to demonstrating and assessing your efforts for OFCCP compliance



Comply with the Mandatory Job Listing Rule

List your jobs with the ESDS (state job banks)

Set up, register, and manage your account with the ESDS

Obtain VEVRAA compliance by having your jobs cross-posted to the appropriate ESDS (state job banks)

Collect pdf screenshots and state confirmation IDs for each posting

Our system ensures you have all the necessary documentation, including a pdf snapshot of the posting on the ESDS, and the confirmation ID number from the ESDS with the date it was posted

Monitor job postings to ensure accuracy

Our exclusive software and dedicated compliance analysts ensure your job postings are monitored and updated systematically through state-of-the-art technology and quality assurance checks

Request veteran priority referral through ESDS monthly notification

A monthly email is sent to the ESDS identifying you as a federal contractor and requesting veteran priority referral on your behalf

Promote your jobs to local state veteran representatives with VetConnect™ (VEVRAA)

Our VetConnect™ program with Local Veteran Employment Representatives (LVERs) gives veterans priority referral to your job postings

Job Title	Internal Reference	Date Created	Date Deactivated	Current Job Location	St	Service Start Date	Date CrossPosted	Time Posted	CrossRef Number
2nd Shift Upscale Officer (Durham, NC)	83157	1/28/2018	1/30/2018	Durham, NC	NC	9/10/2013	1/28/2018	1	10643764
2nd Shift Upscale Security Officer (Durham, NC)	83233	1/30/2018		Durham, NC	NC	9/10/2013	1/30/2018	1	10644484
Account Manager (Minneapolis, MN)	83103	1/27/2018	1/30/2018	Minneapolis, MN	MN	9/18/2013	1/27/2018	1	9207171
Account Manager (Minneapolis, MN)	83139	1/27/2018		Minneapolis, MN	MN	9/18/2013	1/27/2018	1	9207225
Account Manager (Pittsburgh, PA)	83409								
Account Operations Manager (Sterling Heights, MI)	83423								
Accounts Payable Specialist (Jupiter, FL)	82681								
Administrative Assistant (North Charleston, SC)	82699								
Administrative Assistant (San Benito, TX)	82979								
Administrative Assistant - FT (Ashwaubenon, WI)	83373								
Administrative Assistant 3 (Phoenix, AZ)	83174								
Applications Engineer - Midwest	82988								
Area Security Supervisor (Norfolk, VA)	83133								
Area Security Supervisor IV (Miami, FL)	82762								
Area Supervisor (Milwaukee, WI)	83375								
Armed Bank Protection Officer (Modesto, California)	82938								

The screenshot shows the 'JOB DETAILS' page on the PURE MICHIGAN Talent Connect website. The main heading is 'JOB DETAILS' and the job title is 'Account Operations Manager Sterling Heights, MI'. The job code number is 7502707. The job description states: 'The world's leading private security organization has an immediate job'. The right sidebar contains a 'Job Summary' with the following details: Organization (Sterling Heights, MI), Location (Sterling Heights, Michigan 48312), Job Code Number (7502707), Positions Available (1), Expiration Date (1/31/2018), and Career Category.



We are the industry leader

Our VEVRAA Guarantee

The Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) requires federal contractors to list job openings with the Employment Service Delivery System (ESDS). We make compliance easy and seamless for you by posting jobs from your career site to the appropriate state ESDS where your jobs are located, capture and retain proof of posting, and make reports available to you 24/7. Enjoy peace of mind knowing we execute the required actions and deliver evidence of your cross-posting compliance regarding protected veterans.

- ESDS account registration and management
- Cross-posting of positions into your company-owned ESDS account(s)
- ESDS confirmation ID and pdf snapshot(s) to confirm proper posting

100% Audit Success Rate

We have a 100 percent success rate and offer an audit guarantee on our VEVRAA services. This provides an additional layer of confidence and peace of mind.

Compliance Audit Support

Our job is to make your life easier during an audit. Our Client Services Associates will assist you in compiling your state ESDS posting(s) and outreach documentation. Use our pre-audit checklist and FAQs to proactively prepare for an audit.

- Compile necessary reports that are required in an audit
- Education and guidance through each phase of an audit
- Resources and information on what to expect

Ask the Experts

Ask the Experts is an online forum where federal contractors and subcontractors are invited to submit questions to industry experts related to OFCCP compliance, affirmative action planning, and equal employment opportunity. [Simply register your company on circaworks.com to submit a question.](https://www.circaworks.com)



Your subscription



Cross-Posting to ESDS (State Job Banks)



VetConnect™



Monthly Email Notifications to ESDS



Community & Diversity Outreach Partners



Outreach Management System (OMS)



Demographic Data Collection



Accessibility for Job Seekers with Disabilities



On-Demand Compliance Reporting



Compliance Audit Support Team (CAST)



Our comprehensive solutions help save you time and money.

Call **(800) 684-3775** to speak to one of our
OFCCP compliance experts today.



Complimentary OFCCP Resources



The OFCCP Digest

Gain insight from industry leaders on latest news related to affirmative action, equal employment opportunity, and government compliance.



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OFCCP Regulations

Get helpful information on the regulations OFCCP enforces, covered contractors and subcontractors, and contractor obligations.



ESDS Map

Find a complete list of all the state Employment Service Delivery Systems (ESDS) with links to each ESDS website.