



eQuest OFCCP Compliance Solution

eQuest Compliance Solution helps your Company
meet OFCCP job posting Regulations,
while building a more diverse workplace.

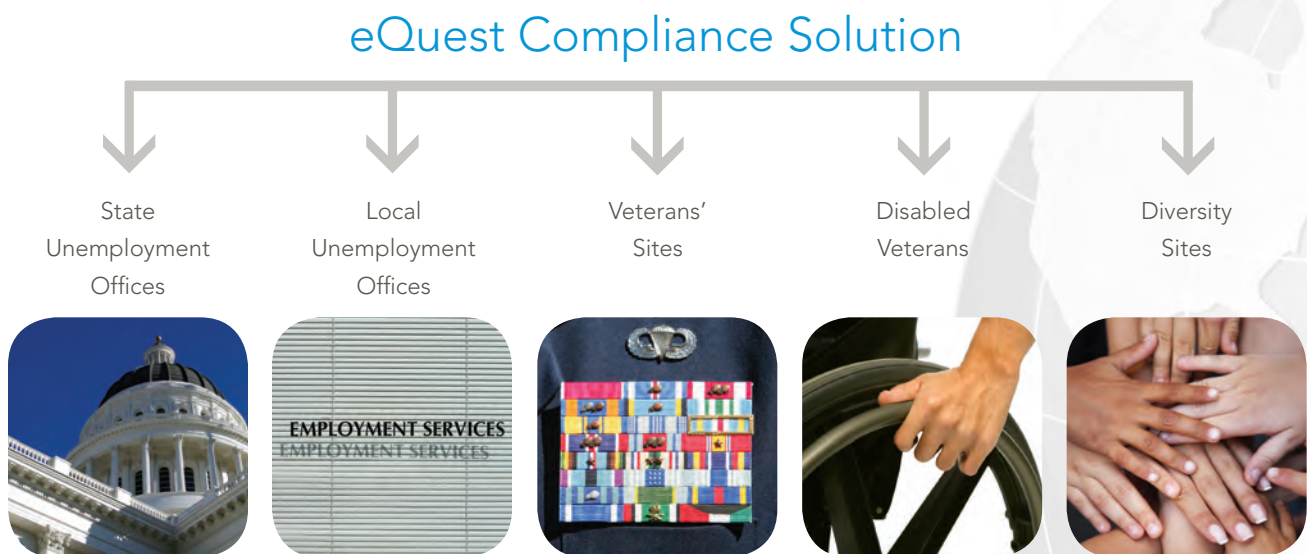
eQuest[®]
Job Delivery.Metrics.Media.

Solutions Packages

eQuest Compliance provides your Company with a single, one-stop job posting solution, insuring your jobs are properly delivered to the appropriate state and local employment offices and Veteran facilities required by the OFCCP.

We also include your ability to access and deliver jobs to a wider assortment of destinations to assist your Company in its Affirmative Action Plan. These sites include local community- based organizations/associations, colleges/universities, and vocational/rehabilitation centers.

And for pinpoint performance we deliver your jobs to local community run organizations; all within a 50 mile radius of the job location.



How It Works

It is easy to get started!

Access points to eQuest's Compliance Solution:

- Access eQuest through your Applicant Tracking System (ATS). eQuest provides service to most major applications including Taleo, Kenexa, Peopleclick Authoria, Ceridian, SuccessFactors, and many others.
- Access eQuest through your ERP solution. eQuest provides service to most major ERP's including Oracle, SAP, and PeopleSoft.
- If you do not use an ATS, as an eQuest Compliance subscriber, you can utilize our direct posting application called Chameleon. As long as you have an Internet connection and a web browser, you have everything you need to begin posting.

Standard Reporting Features



In an effort to help your Company meet Federal reporting obligations for OFCCP, eQuest provides detailed reporting documentation to verify the key components of each job posting to each state and local location. Your reports will arrive in a format for ease of review, sorting and categorization. All processes of delivery are verified and include the date of receipt by eQuest, the date of delivery to the final destination(s) of each job, including the delivery destinations by name and locality. Each job is tracked by job requisition number, job title, and location, a common requirement during an OFCCP audit.

Another important audit feature is that eQuest will create a profile for your Company including your FEIN & SEIN with each state in which you post openings. This ensures additional audit trails confirming your jobs are being posted into your own unique profile at the state level.

Pinpoint Your Job Openings to the Right Location

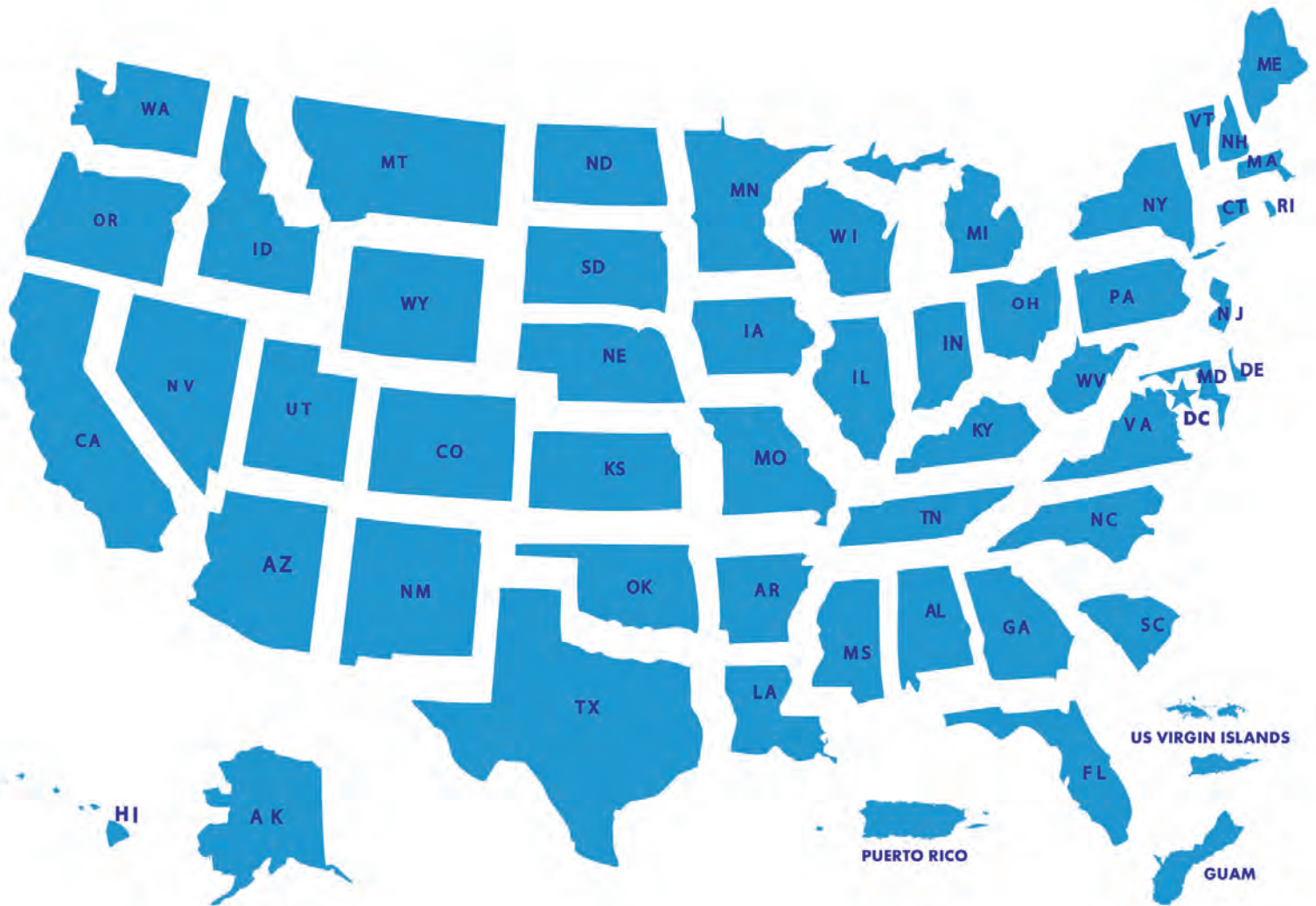
The eQuest Compliance Solution allows you to deliver your job openings to highly targeted US state locations, as well as other affirmative action, veteran, vocational and diversity sites— all from eQuest's easy-to-use job delivery gateway.

The OFCCP enforces the following EEO laws for Federal Contractors and Subcontractors:*

- Executive Order 11246 - Prohibiting discrimination in hiring or employment decision on the basis of race, color, gender, religion and national origin.
- Section 503 of Rehabilitation Act of 1973 - Prohibits discrimination and requires equal employment opportunity in all personnel practices for qualified individuals with disabilities.
- The Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA) - Prohibits discrimination and requires equal employment opportunity in all personnel practices for disabled veterans, Vietnam Era Veterans and other protected Veterans.



* US Department of Labor OFCCP Compliance, www.dol.gov/OFCCP



To learn more on how eQuest's Compliance Solution can help address your Company's OFCCP requirements, please contact us at **(800) 495-4479** or visit <http://compliance.equest.com>.



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