

is only a few clicks away

WHAT IS THE NEW OFCCP LAW?

The new regulation, effective February 6, 2006, clarifies the definition of an "Internet Applicant" for whom federal contractors are required to maintain records of those individuals who must be solicited for race/ethnicity and gender data. This regulation requires that contractors retain specific records pertaining to Internet Applicants. Two sets of rules for these records were created; one for internal databases and the other for external databases, such as **HireDiversity.com**.

EMPLOYER'S UTILIZING EXTERNAL DATABASES MUST MAINTAIN A RECORD OF:

- The position for which each search of the database was made
- The substantive search criteria used
- The date of the search
- The resumes of job seekers who met the basic qualifications for the particular position who are considered by the employer

To assist customers in complying with this new regulation, HireDiversity.com has introduced additional tracking features that are now available to all members.

HOW DOES IT WORK?

Our new tracking section allows recruiters to archive results of any applicant searches they perform on the HireDiversity database. In keeping with the requirements set forth by the OFCCP, we have introduced a "Search History" function allowing recruiters to store records of any searches made on the HireDiversity database.

THIS INCLUDES:

- The position for which each search was conducted
- The date of each search as well as the substantive search criteria used
- The complete resume of every applicant meeting the minimum job requirements*
- The ability to export search records into MS Excel Spreadsheets

*Searches may be refined by the addition of keywords or by limiting the number of resumes returned for the search. Selected resumes can then be saved in recruiter-created folders. HireDiversity will retain data for a period of two years from creation date.



Call HireDiversity today at **800.957.9724** or visit our website at **www.HireDiversity.com** for more information.