

Experienced

CDSI staff and associates have prepared over 24,000 Affirmative Action Plans.

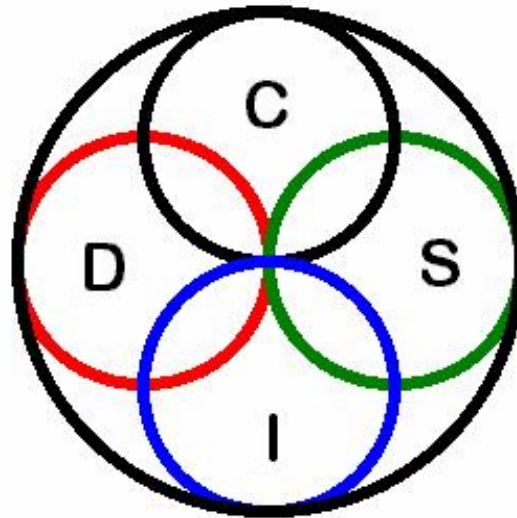
Personal Touch

A CDSI representative will work with you to ensure that your plan fits your company and complies with Federal requirements.

Guarantee

CDSI will guarantee that the format of your Affirmative Action Plan complies with current federal standards. If the format does not meet the OFCCP standard, CDSI will work with the OFCCP to bring your plan into compliance or refund your money.

(For complete details about our guarantee please contact CDSI)



**Changing the World,
One person at a time**

**Cultural Diversity
Solutions Inc.
(CDSI)**

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We accept MC/Visa

**Cultural Diversity Solutions Inc.
(CDSI)**

AFFIRMATIVE ACTION PLANS (AAP)

*Full Service, Professional, Accurate, and
Cost Effective*



Who Needs an AAP?

Per 41 CFR 60-1.40:

A non-construction (supply and service) contractor (and sub contractor) :

- 1) With 50 or more employees and has:
- 2) A contract of \$50,000 or more; or
- 3) Government bills of lading which in any 12-month period, total or can reasonably be expected to total \$50,000 or more; or
- 4) Select financial institutions savings notes in any amount.

PENALTIES

- 1) You can lose the opportunity to bid on a government contract.
- 2) Disbarment from all federal contracts.
- 3) You can be fined.
- 4) Enter into an agreement where the government will check on you every 6 months.



You can lose your Federal Contract if you do not have a current AAP.

Services

BASIC AAP PACKAGE:

Includes the narrative and statistical reports required by federal law.

OTHER FILING REQUIREMENTS:

CDSI can prepare and file:

- VET 100
- EEO 1
- EO Survey

A screenshot of a complex federal contractor report form, likely a VET 100 or EEO 1 form. It contains various sections for data entry, including company information, contract details, and a large table for reporting data. The form is titled "WITH THE FEDERAL CONTRACTOR REPORT ON DIVERSITY EMPLOYMENT" and includes a "Company Information" section at the top.

SELF AUDITING TOOLS:

- Adverse Impact Analysis
- Compensation Analysis
- AAP program Self Audit

AUDIT SUPPORT:

CDSI provides expert advice, support, and guidance in the event that you are selected for an Office of Federal Contract Compliance Programs (OFCCP) audit or review.

STATE / COUNTY / CITY AAP FILING

REQUIREMENTS:

Many state and local governments are following the federal government's requirement that contractors and subcontractor have an AAP or other mechanism which monitors the contractor's employment practices. CDSI will assist you in the completion of this process so you may be competitive in the local government market place.

TRAINING

CDSI will train your staff on their responsibilities in relation to the AAP and to use the AAP as an effective management tool.

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