



In the News

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New Resources for AAP Do-It-Yourselfers

Novato, CA — In the current poor economic environment, many human resource (HR) departments have had to tighten their belts and bring work that had been previously outsourced back in-house. One such task that is often outsourced is the annual statistical analysis for a company's affirmative action program — or AAP. Today, Maly Consulting LLC released a white paper titled [The ABCs of Using Affirmative Action Software](#) to assist those HR professionals who have inherited the AAP responsibility. The paper steps through the AAP development process and highlights the decision points that one will encounter when using an AAP-specific software program and how to make the best decisions for each of those situations.

George Sartor, the paper's author and Senior Consultant at MALY, says he is seeing a huge increase in regulatory vigilance toward companies doing business with the government, particularly by the Office of the Federal Contract Compliance Programs (OFCCP), the Department of Labor agency responsible for auditing AAPs. Mr. Sartor, who frequently deals with the OFCCP on behalf of his clients, says that the current accelerated expansion of regulatory oversight should give contractors reason for concern. He added, "Our clients are having more frequent, more stringent, and more cumbersome requirements placed upon them by the OFCCP than ever before." Of course, he thinks that a company's AAP statistical work is the last thing an HR department should attempt to bring back in-house. Yet, he understands the need for some to do so and that is the reason for writing his paper. The white paper is available on MALY's current [site](#).

Those taking the in-house approach might also be interested in MALY's recently updated *AAP Software Survey and Comparison*. With this third edition of the survey, MALY has done the comparison shopping needed to determine which AAP software package would best fit a company's needs. The survey will be available for download on the firm's soon-to-be-published new website. In the meantime, you can get a copy by calling Tara Huggins at (415) 883-7058.

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About Maly Consulting LLC

Maly Consulting LLC is a nationally recognized group of human resource (HR) management consultants specializing solely in technical compliance issues associated with equal employment opportunity (EEO) and workplace affirmative action (AA) regulations. MALY consultants compile, format, and analyze HR data for government-mandated reports, affirmative action programs (AAPs), and audits with Department of Labor's Office of Federal Contract Compliance Programs (OFCCP). Additionally, they test client compensation systems and employment practices for potential discrimination against minorities, women, and those 40 years of age and over. MALY consultants also prepare, present, and defend (when necessary) a client's AAP documents and data directly to the OFCCP during audits with that agency.

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