

Step up your Compliance Game with Affirmative Action Solutions



Are you a financial institution backed by the NCUA or FDIC and have 50 or more employees? Then you are likely required to complete an annual Affirmative Action Plan! The Office of Federal Contract Compliance Programs (OFCCP) is turning up the heat on compliance checks, and you need to be ready!

Don't Get Caught Off Guard: Ask yourself the tough questions:

Do you currently develop a written Affirmative Action Plan (AAP)?

Regulations require the creation of a comprehensive written AAP that outlines policies, procedures, and practices to promote equal employment opportunity and address any underrepresentation of minorities and women within their workforce. This plan should detail specific goals, timelines, and strategies for achieving diversity and inclusion objectives.

Do you conduct data analysis?

Financial institutions need to gather and analyze workforce data to identify areas where there may be underutilization of protected groups such as minorities and women. This analysis helps financial institutions to pinpoint areas for improvement and set realistic diversity goals within their AAP.

Are you asking applicants and employees to self-identify their race, sex, disability status or protected veteran status?

There are specific requirements around capturing demographic information to use in several different reports required in AAPs to help you identify goals and potential disparities in employment practices.

Are you aware of the OFCCP AAP Certification Deadline and ready to comply?

The OFCCP Deadline for Certification of your Affirmative Action Plan is looming large - July 1, 2024. Are you prepared to face it head-on?

If you answered NO to any of the questions above, or scratching your head at any of these questions, you may be out of compliance! Stay calm – MRA is here to rescue you from compliance woes!

Our Tailored Solutions:

MRA's Affirmative Action Services Team doesn't just offer cookie-cutter solutions. We believe in a personalized approach tailored to your institution's needs. Our experts walk hand-in-hand with you through the entire process, from plan development to maintenance.

Ongoing Support:

But wait, there's more! We're not just a one-and-done deal. MRA stays by your side all year round, ready to tackle any queries, provide additional training, and keep you in the loop about changing regulations.

Ready to Ensure Compliance Excellence?

Don't let compliance slip through the cracks! Reach out to MRA today and let's fortify your Affirmative Action Plan together. Stay ahead of the curve, stay compliant!

How Can I Help?



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