

## Affirmative Action Plan Preparation Services

### INTRODUCTION

**Jackson Lewis' Affirmative Action Compliance and OFCCP Defense Practice Group's diverse team annually prepares over 4,500 affirmative action plans, skillfully defends them throughout the country in OFCCP audits, and provides sophisticated legal representation in the event of discrimination allegations, back-pay demands or pay discrimination claims for employers, large and small. At all times, we use a team approach and offer employers comprehensive and practical solutions to affirmative action compliance.**

As a national employment law firm with in-depth experience in this specialty area, we offer many distinct advantages over our competitors. First, we have unparalleled experience preparing AAPs in all industries, in all areas of the country and assisting in the defense of those AAPs during OFCCP audits. As a result, we have a comprehensive understanding of OFCCP's rapidly changing enforcement methods. We have a cutting-edge practice focusing on helping employers prepare and then use their AAPs as strategic tools to identify and address potential areas of exposure before OFCCP raises any concerns. Also, as a law firm, we offer much greater opportunity to cloak the AAP preparation process in privilege that non-attorney AAP consultants simply cannot offer.

### AAP PREPARATION SERVICES

Our affirmative action plan development services include:

- Workforce Data Collection
- EEO-1 Classification Analysis
- Availability Analysis
- Utilization Analysis and Goals
- Impact Ratio (Adverse Impact) Analysis on personnel selections
- Placement Analysis
- Narrative Report on Goal Achievement
- Compliant AAP Narrative
- Plan Summary and Compliance Guide

### FEE STRUCTURE

We have developed the following project fee schedule based on employer size:

50-150 Employees: \$2,500

150-500 Employees: \$3,000

500+ Employees: \$3,500

More information is available in our [Affirmative Action Compliance & OFCCP Defense Practice Group Brochure](#)

### CONTACT

H. Bernard Tisdale III  
Jackson Lewis P.C.  
(704) 331-3984

[Bernard.Tisdale@jacksonlewis.com](mailto:Bernard.Tisdale@jacksonlewis.com)

Matthew J. Camardella  
Jackson Lewis P.C.  
(631) 247-4639

[Matthew.Camardella@jacksonlewis.com](mailto:Matthew.Camardella@jacksonlewis.com)