Completely Reactive

Strategy:
Submit plan as requested. Do nothing unless/until the OFCCP raises an issue.

Strengths:
- Less costly in the short term
- Less immediate work
- Focuses all efforts on only those problems the OFCCP identifies

Weaknesses:
- Dramatically lengthens audit process
- Potentially allows audit to escalate
- May be more costly in the long run
- Allows for possible surprise results
- Less time to react to possible issues

Strategy:
Proactively conduct less expensive t-tests. Conduct regression analyses if significant t-test and/or if audited. Begin preparing regression data in the event it is necessary. Perhaps create Similarly Situated Employee Groups (SSEGs) and add a time frame for conducting annual compensation analyses.

Strengths:
- Reduces up-front analysis costs
- Provides an increased degree of protection
- Allows employer to focus only on significant differences
- SSEGs combine jobs into appropriate groups for analysis
- T-tests can be done quickly and easily

Weaknesses:
- T-tests not strictly supported by the OFCCP
- T-tests can miss legitimate problem areas

Completely Proactive

Strategy:
Perform proactive regression analyses by SSEG per the OFCCP guidelines. Submit plan, regression analyses, and/or justification(s) for differences upon audit.

Strengths:
- Can dramatically shorten audit process
- Likely to keep audit from escalating
- Likely to be less costly in the long run
- Focuses efforts on finding all potential problem areas, not just those found by the OFCCP

Weaknesses:
- More costly in the short term
- More immediate work
- OFCCP may identify different variables
- You may highlight problem areas in your plan that the OFCCP might not
- Greater responsibility associated with knowledge of specific problem areas

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