



WHY CHOOSE OUR ONLINE APPLICANT MANAGEMENT CENTER

APPLICANT ATTRACTION, SCREENING & RECORDS RETENTION

The Online Applicant Management Center is the only patent pending process to differentiate a qualified applicant from a job seeker and collect and store all applicant data required for EEOC/OFCCP compliance and reporting.

Article From NY Times: Google Answer to Filling Jobs is an Algorithm

The Online Applicant Management Center is a web-based system designed to assist employers with EEOC and OFCCP compliance requirements relative to the collection, storage and analysis of data from the employment selection process. For information on who must comply with each agency's requirements, click on **EEOC** or **OFCCP**.

The Online Applicant Management Center is unique in that it automatically differentiates a qualified applicant from a jobseeker as required by the OFCCP's **definition of an internet applicant**. Further, the Online Applicant Management Center allows analysis of applicant data in each step of the selection process. This data analysis is crucial for employers subject to OFCCP compliance since it allows proactive monitoring of the selection process to identify potential adverse impact. And, the Online Applicant Management Center stores all data on applicants to be readily retrieved for **EEOC** reporting or **OFCCP** compliance audits.

The Online Applicant Management Center provides these critical functions:

- Encompasses the EEOC and OFCCP's definition of a job applicant vs. a job seeker
- Uses a clear-cut method of screening which is not left up to interpretation by a manager or HR personnel
- Is standardized according to the **Federal Uniform Employment Guidelines** that separate an applicant from a job seeker
- Follows procedures as published in the Federal Register on October 7, 2005 in Vol. 70, no.194 @ page 58946. Employers who must comply with OFCCP guidelines must have a nondiscriminatory system in place to differentiate an applicant from a job seeker and to keep that information for reporting, desk, company, or compliance audit

For more details on the functions, features and benefits of the Applicant Management Center email **info@strategiceentials.com**.

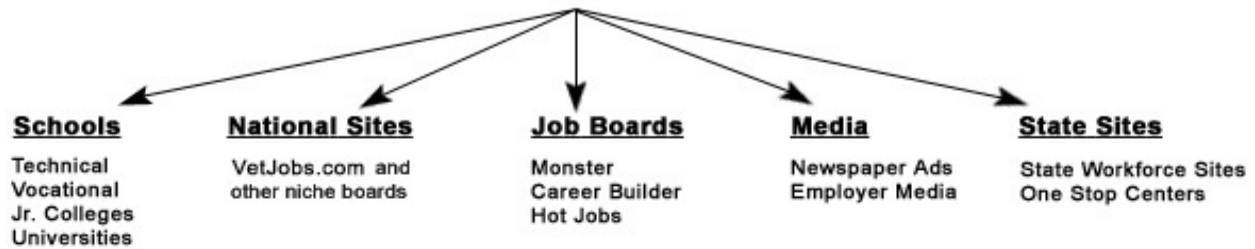
The Online Applicant Management Center operates as a funnel that collects a pool of jobseekers, qualifies them according to employer specific criteria, and ranks them by qualifications:

BLUEPRINTS FOR SUCCESS



ScreenFast Funnel of Applicants

Ads to Attract Applicants



Information about Employer – Employer Locations with Openings

Job Seeker Applies for Employer Jobs at Locations

Job Seeker Completes Affirmative Action Data

Job Seeker Answers Prescreening Qualifying Questions

Job Seeker Completes Application – Attaches Resume

Job Seeker Answers Certification Questions

Job Seeker Provides Data to Determine
Eligibility for New Hire Tax Credits

Job Seeker Provides Data for
Background Verification
And Drug Screening

Job Seeker Is Tested To
Establish Job Fit/
Likelihood Of
Successful Job
Performance

Database
of Ranked
Qualified
Applicants
by Location

Summarized
Data for
Reports

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