

# Jobalign Candidate Engagement Platform

## Mobile OFCCP & EEOC: Compliant Pay-Per-Performance Recruiting Solution for Hourly-Jobs

In the hourly-jobs sector, outdated ATS systems and processes, and the emergence of the mobile internet, create a form of passive discrimination where mobile applicants are neglected of a fair application process with equal chances. Furthermore, the practice of serving ads and reselling candidate contact information, causes inefficiencies while damaging the image of employers where their brand is associated with these marketing malpractices.

### Jobalign 10-point OFCCP & EEOC Compliance

1. **Automated screening based on objective criteria**, defined by HR and equally applied to all applicants, regardless of the device they use. Documented screen-out reasons, for example: distance from job site, minimum requirement, complete job application, etc.

2. **Automatic job expiration** when requested number of qualified candidates applied. Expired job is automatically removed from career page, as well as from all jobs boards and third party traffic sources - candidates are never exposed to an expired job.

3. **Preventing job to be re-opened** until all candidates have reviewed and disposed.

4. **Enforce FIFO** review of candidates based on application time-stamp.

5. **Detailed record of all recruiter review activity**, including on-screen activity like looking at profile, printing profile, writing notes, etc.

6. **Centrally controlled competency model questions**: full central control of automatic interview questions, but with flexibility for recruiters to select questions while staying compliant. Questions can be assigned to different organizations and/or by job families.

7. **System of record**: one repository of all applicant data from multiple systems (Jobalign, ATS, excel spreadsheets) with compliance reporting capabilities.

8. **Compliance reports** based on recruiter, candidate, organization unit or job unit.

9. **Comprehensive EEOC reporting**, including EEO-1 reporting. The EEOC is increasingly interested in the reporting of demographic information of applicants and employees. They are looking to the employer to provide this visibility and our reporting exceeds the requirements by also providing them with information on mobile/technology aspect.

10. **100% mobile friendly EEOC data collection** as per most current guidelines.

Jobalign recruitment process is reviewed and advised by [Fisher & Phillips LLP](#) experts in labor law, to ensure the compliance with current revisions of the law.

We integrate with existing talent acquisition solutions seamlessly, engaging hourly candidates throughout the entire hiring process, reducing friction and abandon rates, which increases the speed and number of candidates by up to 8x.