

First FY 2009 Scheduling List Released

The first list of supply and service contractor establishments will be available to OFCCP regional offices beginning the week of October 6, 2008 for scheduling of compliance evaluations during this scheduling cycle (currently, October 1, 2008 through September 30, 2009).

This release includes approximately 2500 facilities that have either self-identified as being an establishment of a Federal contractor, or have been identified as such by OFCCP. OFCCP generated this list through its Federal Contractor Selection System (FCSS) using multiple information sources and analytical procedures to select contractors for evaluation, including a mathematical model that ranks Federal contractor establishments based on an indicator of potential workplace discrimination. The list also includes a number of establishments identified through external Federal contract databases as part of OFCCP's Contracts First Initiative.

The list excludes establishments based on a variety of factors, including, for example, establishments that are currently undergoing a compliance evaluation, were evaluated within the last 24 months, or have received the Secretary of Labor's Opportunity Award or an Exemplary Voluntary Efforts Award within the last three years. Additionally, Federal contractor establishments covered by Functional Affirmative Action Program (FAAP) agreements with OFCCP and those subject to a Corporate Management Compliance Evaluation (CMCE) are selected for evaluation through a separate process.

OFCCP has mailed a Corporate Scheduling Announcement Letter (CSAL) to the Chief Executive Officer (or designated point of contact) of each parent company with more than one establishment listed for the scheduling of a compliance evaluation this FCSS scheduling cycle. Because this is the first release of this scheduling cycle, the list of establishments included with the CSAL will include establishments identified by FCSS in only the first scheduling release. The second notice will be sent approximately two weeks prior to the release of the second list. As in the past, depending on the workload of individual OFCCP offices, all establishments identified in the attachment to the CSAL may not be scheduled for an evaluation.

For a variety of reasons, it is possible that company establishments other than those identified in the CSAL have been selected for a compliance evaluation during this scheduling cycle. For example, company establishments that are not clearly associated with a parent organization through currently-available EEO-1 Reports, such as those that have been acquired through recent mergers, are not included on the CSAL. In addition, the CSAL does not identify whether an establishment of a company has been selected for evaluation because of a contract award notice, a directed review, as a result of conciliation agreement monitoring or an individual complaint, or as part of the CMCE or FAAP initiatives.

For contractors with multiple establishments, FCSS limits the number of **new** compliance evaluations identified to 25 new evaluations during a scheduling cycle. The 25-

establishment limit does not apply to compliance evaluations scheduled as a result of the agency's CMCE or FAAP initiatives, contract award notices, directed reviews, conciliation agreement monitoring, or credible reports of an alleged violation of a law or regulation, including complaints.

For additional information concerning the CSAL and FCSS, please click on the links provided below:

- [Corporate Scheduling Announcement Letter](#)
- Federal Contractor Selection System ([FCSS](#))