



DCI

C O N S U L T I N G



E x p e r t i s e



S u p p o r t

T r a i n i n g

DCI DIFFERENCE

DCI Consulting Group is a human resources risk management firm comprised of the most recognized and dedicated experts in the field. Strategically located in Washington, DC, DCI's methodologies reflect the most recent regulatory trends in the industry.

Entrusted by Fortune 500 companies as well as nationally renowned labor and employment law firms, DCI is continually sought after for its knowledge and expertise. Whether it's high end consulting, cutting edge software, or total outsourcing programs, DCI is the complete solution.

DCI offers more than just products and services; it offers comprehensive client specific programs.

ABOUT DCI

DCI was founded to fill a need in the industry for a highly specialized **human resources risk management** firm. As an industry leader in the field of affirmative action and systemic compensation discrimination, DCI is continually sought after for its expertise.

DCI Consulting safeguards corporate reputations and finances with expert guidance and software-enabled solutions through a quantitative and rational analysis of Equal Employment Opportunity statistics.

DCI's client base is extremely diverse, ranging from small and midsize companies to the Fortune 100, spanning a variety of industries. DCI prides itself on the fact that the company was built through client and attorney referrals. Its strong referral base serves as a testimony to DCI's excellent customer service and industry expertise.

CONSULTING SERVICES

Strategically headquartered in Washington DC, DCI is continuously informed of all pending and recent changes to regulations, ensuring the most up-to-date consulting for its clients. A recognized leader, DCI assists companies in every stage of EEO compliance.

With extensive knowledge of federal regulations and experience complying with federal reporting requirements, DCI professionals help develop affirmative action plans, conduct salary equity analyses, assist with OFCCP audits, and provide support for any other compliance needs.

DCI provides the following consulting services:

- Affirmative Action Plan Preparation
- Systemic Discrimination Analyses
- Advanced Statistical Compensation Analyses
- OFCCP Audit Support
- Affirmative Action Training
- Compensation Analysis Training
- EEO Defense Statistics
- Employee Selection and Test Validation
- Job Analyses and Descriptions
- Expert Witness Testimony
- General HR Consulting

SOFTWARE

DCI offers cutting edge software products that incorporate the latest technology to meet the needs of clients who prefer to develop Affirmative Action Plans and/or Salary Equity Analyses internally.

DCI's products, HR Action and HR Equator, are built upon the expertise of statisticians and EEO/AA consultants who are highly respected by the OFCCP and contractor community alike.

DCI's pay equity software product is an excellent tool! This product will enable you to meet your compliance obligations more easily and achieve your "equal pay" goals.

Shirley J. Wilcher
Former Deputy Assistant
Secretary of Labor

CONSULTING SERVICES

AAP DEVELOPMENT

Complying with OFCCP requirements and regulations is extremely complicated and time consuming, reducing the time that HR staff have available to conduct other mission critical business functions. With the OFCCP's focus on systemic discrimination, the development of a technically compliant plan has taken on greater importance. DCI's team of professionals can effectively identify potential areas of liability prior to an OFCCP compliance review.

DCI's plans have been informally praised by OFCCP compliance officers from around the country and its samples are often used by the OFCCP during technical assistance meetings with less experienced affirmative action practitioners. In addition, DCI's ability to evaluate a company's plan and its implementation for strengths and areas requiring improvement further ensures the company's success.

DCI specializes in technical assistance and advice relating to affirmative action planning, implementation, and compliance with government requirements.

OFCCP AUDIT SUPPORT

An OFCCP compliance evaluation is a very stressful and time-consuming process for federal contractors and subcontractors. With the focus on systemic discrimination, the potential liability of large financial settlements and public relation disasters is steadily increasing. During the audit process DCI can conduct research and prepare additional reports that may be required to explain and defend adverse impact findings in personnel actions and/or compensation.

Partnering with DCI will ensure that companies are guided through the audit process to eliminate surprises, correct addressable issues, and lessen the potentially negative impact of OFCCP findings.

SALARY EQUITY ANALYSIS

In response to the increased emphasis by both the OFCCP and EEOC on compensation discrimination issues, DCI conducts in-depth analyses on a company's compensation system to assist in the identification of systemic compensation discrimination. DCI utilizes the most statistically advanced analyses mirroring the methodologies of the EEOC and OFCCP as well as the courts. DCI's consultants and statisticians are nationally recognized leaders in the field of systemic compensation discrimination.

In conjunction with counsel, DCI can conduct proactive studies on this sensitive material under the protection of attorney-client privilege. DCI has been called upon by some of the largest federal contractors during compliance reviews to assist in explaining existing disparities.

TRAINING

DCI offers comprehensive training programs that can easily be customized to meet the needs of its clients. DCI's clients have found its training programs extremely informative and enjoyable.

- Affirmative Action Training
- Compensation Analysis Training
- Manager EEO and Hiring Training

For more information on DCI Consulting please call us at 888 575 7779 or visit us at www.diconsult.com.

SOFTWARE PRODUCTS

HR ACTION™ *Affirmative Action Software*

From the creators of the most powerful salary equity tool on the market, DCI is proud to announce the release of the next generation in Affirmative Action software: HR Action™. Guaranteed to decrease your time generating and reporting Affirmative Action Plans by an average of 75%, HR Action™ incorporates the latest technology to assist companies in developing and streamlining their affirmative action process.

Additional features available with HR Action™:

- ▲ Utilizes both 1990 and 2000 census data
- ▲ Auto census coding for the new 2000 census data
- ▲ Creates custom census areas
- ▲ Develops multiple plans from one data import
- ▲ Conducts establishment, functional or roll up plans
- ▲ Advanced adverse impact reporting
- ▲ Built in narratives that are easily customized
- ▲ Detailed goal attainment reports
- ▲ Publishes all plans on an intranet site with advanced security features



HR EQUATOR™ *Salary Equity Software*

HR Equator™ is the most comprehensive and advanced salary equity software tool on the market. This proprietary software program enables a company to identify potential pay equity problems in its organization and can subsequently assist in making necessary salary adjustments. The software was developed with human resources professionals in mind and it enables the non-technical HR professional to conduct advanced statistical analyses without being a statistician.

HR Equator™ utilizes the most advanced statistical analyses that are accepted by the courts, EEOC, and OFCCP. The reports can be used to conduct comprehensive proactive or reactive analyses as part of an OFCCP or EEOC investigation.

Mirroring the methodologies employed by both the EEOC and the OFCCP, and recognized by the courts, these analyses include:

- Means/Median Analysis
- Statistical Significance Tests
- 80% Statistical Coverage Test
- Multiple Regression Analysis
- Correlation
- Cohort Analysis
- Back Pay Calculator
- Individual Adjustment Calculator



888 575 7779
www.diconsult.com