Dear Federal Contractor,

As you may know, the Office of Federal Contract Compliance Program (OFCCP) recently made changes to their rules concerning Federal Contractors. What you may not know is OFCCP compliance officers work closely with CareerSource Brevard’s Veterans Business Liaisons (commonly known as “Local Veterans Employment Representatives” – LVERs) to verify Vietnam Era Veterans’ Readjustment Assistance Act (VEVRAA) and Federal Contractor compliance of job listing requirements through the Employment Service Deliver System (ESDS).

The Veterans Business Liaisons at CareerSource Brevard are the only local qualified contacts approved by the OFCCP to report compliance with VEVRAA and Federal Contractor compliance of job listing requirements guidelines – and we want to help ensure your company remains compliant with OFCCP regulations as well as help you secure the talent you need to make your business successful.

CareerSource Brevard Veterans Business Liaisons work to support Federal Contractors by assisting with steps that will allow them to document compliance with OFCCP job posting regulations. Veterans Business Liaisons can also assist in the recruitment of qualified veterans for positions posted on the Employ Florida website (employflorida.com). All of our services are provided at no cost.

The OFCCP carries out its enforcement responsibilities, in part, by forming agreements between Federal Contractors and the Department of Labor’s employment and training programs to help employers identify and recruit qualified employees. In Brevard County, the link between Federal Contractors and the OFCCP is CareerSource Brevard.

CareerSource Brevard can assist you with OFCCP requirements that are outlined in the Code of Federal Regulations Equal Opportunity Clause Title 41, Subtitle B, Part 60-300, Subpart A in the following manner:

<table>
<thead>
<tr>
<th>OFCCP Requirement</th>
<th>How we help</th>
</tr>
</thead>
<tbody>
<tr>
<td>Verification of job listings with the local employment delivery system during compliance audits.</td>
<td>• We are the local OFCCP verification entity for OFCCP compliance listings - we report to OFCCP on compliance audits</td>
</tr>
<tr>
<td>The contractor agrees to immediately list all employment openings with the appropriate employment service delivery system where the opening occurs.</td>
<td>• We are the local employment service delivery system and will ensure your job vacancies are listed free of charge and in compliance with OFCCP requirements</td>
</tr>
</tbody>
</table>
OFCCP Requirement | How we help
--- | ---
Advise the employment service delivery system in each state where it has establishments that: (a) It is a Federal contractor, so that the employment service delivery systems are able to identify them as such; and (b) it desires priority referrals from the state of protected veterans for job openings at all locations within the state. | • Creating an account and posting your job listings on Employflorida.com through CareerSource Brevard will meet these requirements

Contractors must provide information about the job vacancy in any manner and format permitted by the appropriate employment service delivery system which will allow that system to provide priority referral of veterans | • Third party listings are not able to be converted to allow priority referrals to protected veterans and are not tracked or reported to the OFCCP – listing directly with CareerSource Brevard will ensure your compliance with the OFCCP requirement to post vacancies with the employment service delivery system (employflorida.com)

CareerSource Brevard Veterans Business Liaisons are responsible for reporting compliance of Federal Contractors to OFCCP upon their request. A cooperative relationship between CareerSource Brevard and your company will help us complete the OFCCP reporting request in a timely manner.

Should you have any questions, or need additional information, please call 321-504-7600 to contact the Veterans Business Liaison nearest to you; we look forward to working with you!

Sincerely,

Your CareerSource Brevard Team