

COMPLIANCE WITH EXECUTIVE ORDER 11246

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With additional staffing within the OFCCP and increased federal scrutiny of the industry, compliance with the affirmative action regulations has become that much more critical. Community banks with 50 or more employees are expected to annually prepare formal affirmative action plans and file reports with federal regulators summarizing diversity data. Given the technical regulations, affirmative action plans and the required statistical analysis are complex. For this reason, eight (8) years ago the Community Bankers Council of the ABA, asked that we provide this assistance to the industry. Now, we support approximately 500 community banks across the country.

As you evaluate your compliance efforts, you have the opportunity to take advantage of the group purchasing power of the ABA. Attached is a description of our affirmative action plan work for community banks. For plans prepared in July, August and September, we complete the EEO-1 report at the same time and at no additional charge.

If additional detail would be helpful, please feel free to email or telephone us.