



MITRATECH

Circa

ARCORO®



Impact & Value

Mitratech, in partnership with Arcoro, supports federal contractors by providing automated technology that works in tandem with your ATS to help support your Human Resource & Compliance teams.

This platform offers tools to effectively source, recruit, and track an inclusive workforce while ensuring compliance.

We have identified areas where Mitratech can have the most impact for your organization:

- ✓ End-to-end compliance & audit support tailored to meet state & federal regulatory requirements
- ✓ Management of State Job Bank accounts to minimize administrative burden and maximize transparency
- ✓ Automated outreach to a wide variety of local organizations to fulfill good faith outreach efforts to veterans and individuals with disabilities
- ✓ Real-time data collection and reporting analytics for tracking overall performance activities, outreach and state posting obligations



How Mitrates Circa Supports Federal Contractors

Compliance obligations span throughout the talent lifecycle, and Circa specifically helps support obligations for recruitment and hiring.

Wider Candidate Pools

- Partnerships with industry's best AAP providers
- Recruit, hire, and promote with EEO principles in mind, by implementing practices designed to widen and diversify the pool of candidates considered for employment openings

Good Faith Outreach Efforts

- Automated Outreach to all Protected Groups: Individuals with Disabilities, and Veterans
- Directory of Community Organizations for additional outreach
- Vetconnect™
- Required electronic documentation of outreach

ESDS | State Job Bank Postings

- Post open roles concurrently on required ESDS
- EEO statement remains intact
- PDF Screenshot of posting and/or confirmation ID
- 100% VEVRAA Audit Success Guarantee

Below are the high-level consequences of failing an audit. The largest impact is that it can put your Federal Contractor dollars and future awards at risk.

Financial:

- Can negatively affect the ability to win any future contract awards
- If discrimination is found in hiring practices and/or compensation; fines can go up to \$1M+

Non-Financial:

- *Conciliation Agreement: Incorporates the resolution of the pattern or practice violation and any other violations included in the Notice and can include monthly check-ins or progress reports.*
- *Negative Publicity: All Conciliation Agreements are public record*



Automate jobs listings to State Job Banks (ESDs)

Our Mandatory Job Listing compliance solutions keep you focused on reaching your annual hiring benchmark. But more importantly, we strive to help you reach your good faith initiatives through the active outreach and hiring of protected veterans. Here is how:



Connect With Talent

Automatically connect with talent on State Workforce development website, while giving **Veteran Priority Referrals**



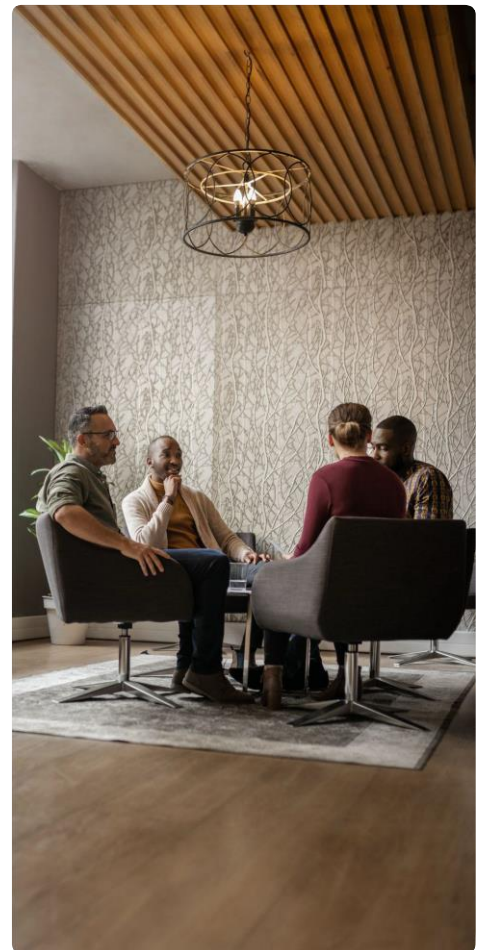
Significant Time Savings

Mitrates creates & co-manages your State Job Bank account saving significant time for your team and omitting manual postings



Audit Success Guarantee

Confirmation ID captured along with second layer of proof with a **100% VEVRAA Audit Success Guarantee**





Distribute your jobs to community organizations

Outreach to veterans, individuals with disabilities, secondary schools, skilled trades and more

- Our extensive directory of local community organizations plays a big role when it comes to sourcing a wide variety of candidates from different backgrounds

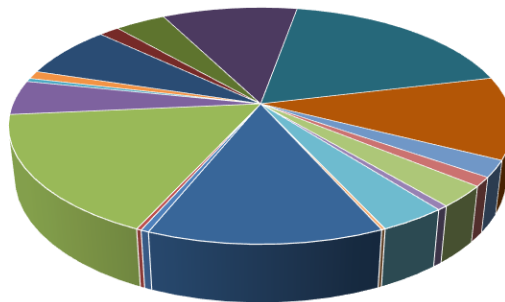
Send messages, record notes & track referrals in our Outreach Management System (OMS)

- Our OMS allows you to easily find organizations who can refer qualified and diverse slate of candidates

On-demand reporting and record retention

- Easily track and record referrals, communication and outreach to demonstrate and assess your efforts for compliance
- Our new Outreach Dashboard provides a 30-day snapshot of VetConnect and Linkage agents for outreach by diving into jobs sent, views and diversification of overall outreach efforts

15,000+ Community Based Outreach Organizations



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|------------------------------------|-------------------------------|--------------------------------------|
| ■ GC - Employer Resources | ■ GC - ESDS (State Job Banks) | ■ GC - Individuals with Disabilities |
| ■ GC - Military Spouses | ■ GC - OFCCP Directory | ■ GC - Older Workers |
| ■ GC - One-Stop Centers | ■ GC - Second Chance | ■ GC - Secondary Schools |
| ■ GC - State Workforce Agencies | ■ GC - Veterans | ■ GC - Women |
| ■ PG - Construction/Skilled Trades | ■ PG - Engineering | ■ PG - General Business |
| ■ PG - Manufacturing | ■ PG - Professional/Technical | ■ PG - Security-Cleared |
| ■ PG - Universities and Colleges | | |



Mitrattech has a 35-year history as a leader in providing technology and services that empower organizations to automate compliance, manage risks, increase efficiency, control costs, and scale for the future.

With an increase in remote and dispersed workforces, emerging technology, and rapidly changing regulations, teams across legal, risk, and human resources (HR) are collaborating now more than ever. Mitrattech has emerged as the only partner delivering fully automated compliance and transparency across these three critical operational functions.

Mitrattech's integrated technology portfolio powers end-to-end talent strategy and predictive HR compliance with world-class solutions for DEI, OFCCP/**EEOC** compliance, talent acquisition and workforce analytics, learning and performance management, comprehensive background screening, ethics hotlines & reporting, award winning I-9 compliance, policy management, and more.

Mitrattech serves over 20,000 organizations worldwide, spanning more than 160 countries. For more information, please visit: www.mitrattech.com.

AWARD-WINNING SOLUTIONS

