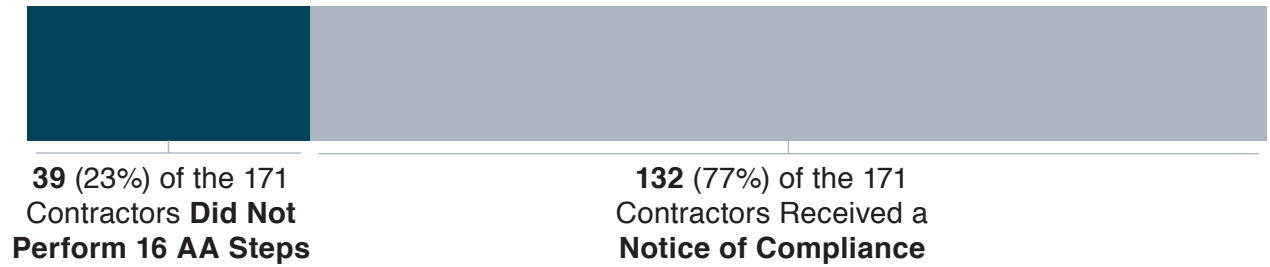
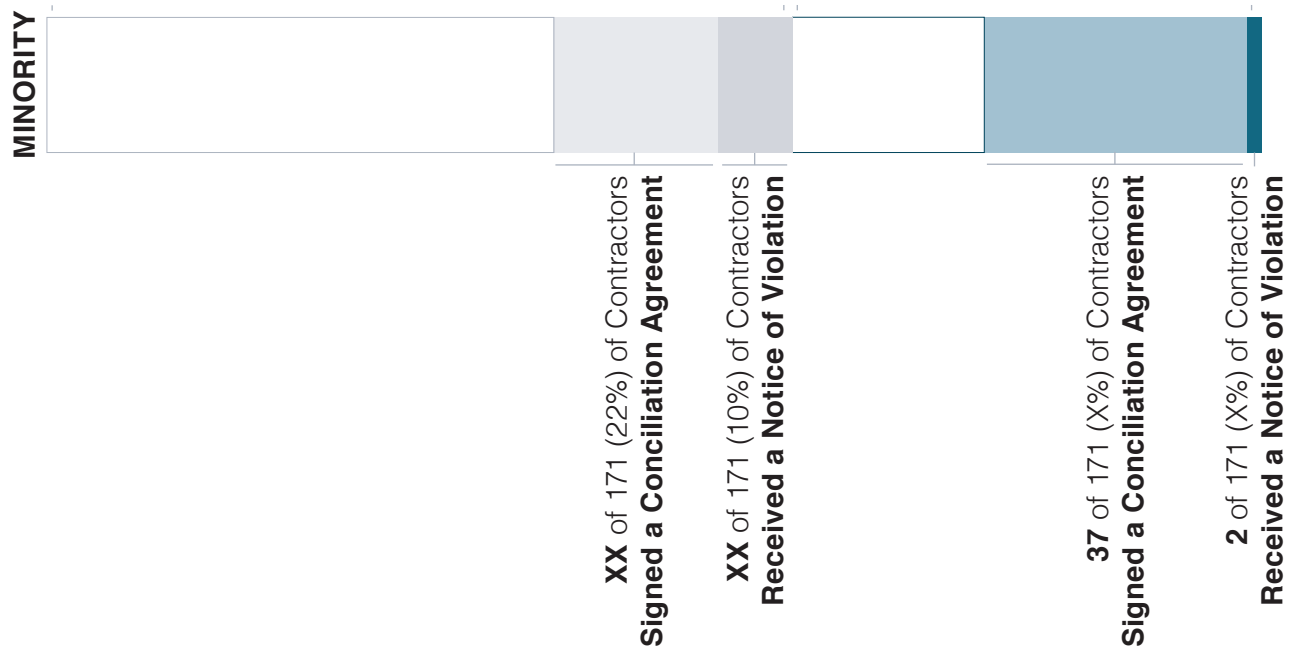
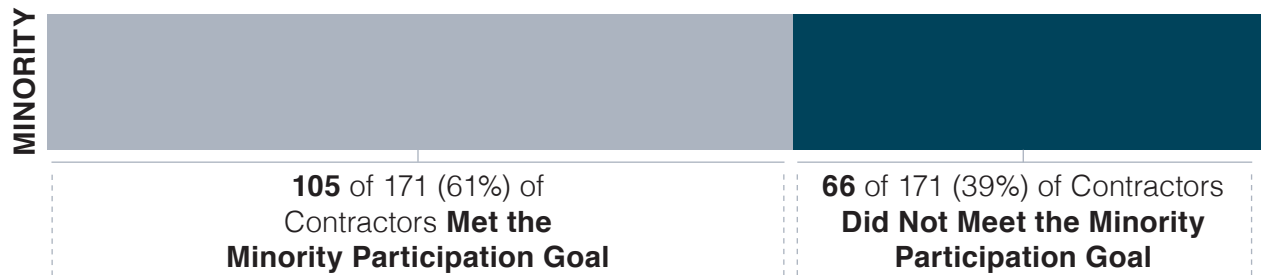
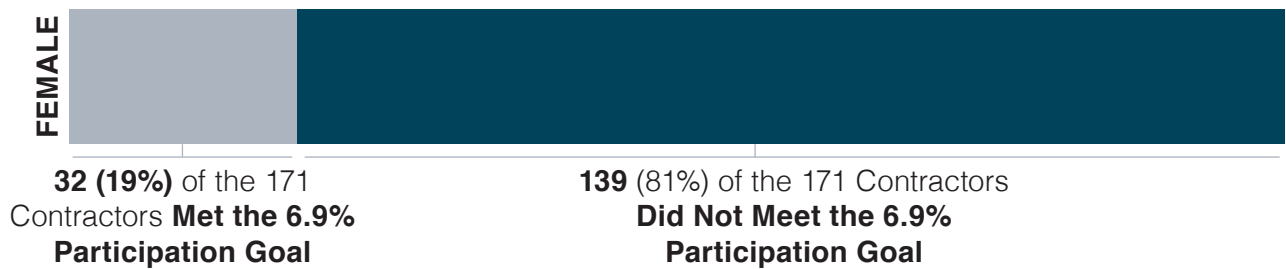


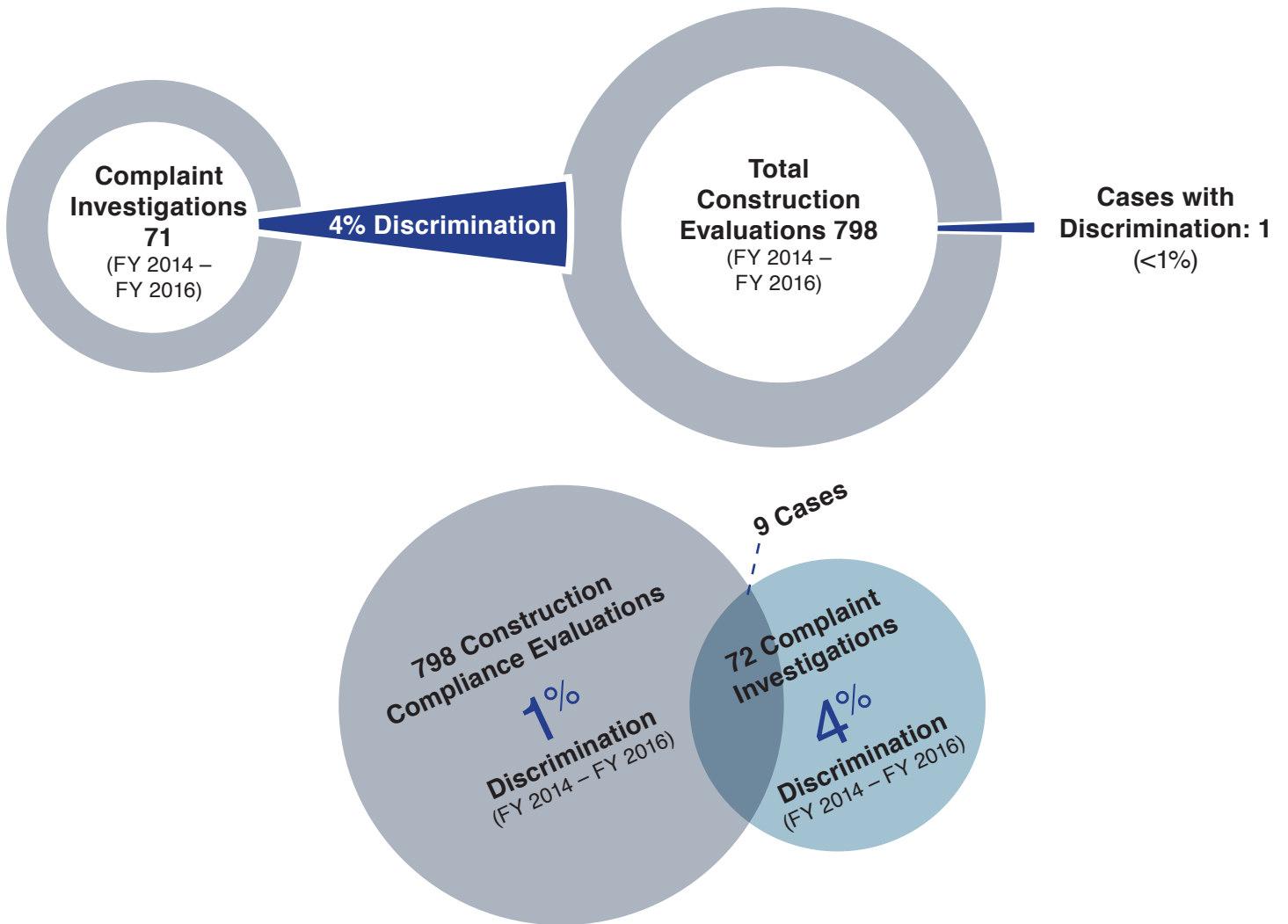
CONTRACTOR COMPLIANCE IN 171 COMPLIANCE EVALUATIONS CLOSED IN FY 2016



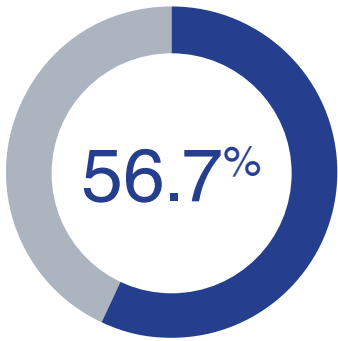
MINORITY AND FEMALE PARTICIPATION IN 171 COMPLIANCE EVALUATIONS CLOSED IN FY 2016



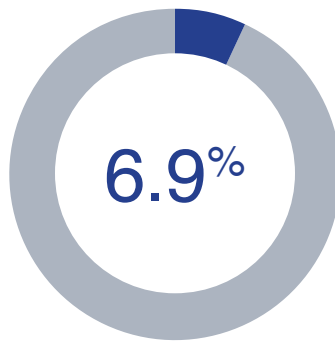
OFCCP IDENTIFIED DISCRIMINATION IN 1 PERCENT OF CONSTRUCTION COMPLIANCE EVALUATIONS AND 4 PERCENT OF COMPLAINT INVESTIGATIONS CLOSED BETWEEN FY 2014 AND FY 2016



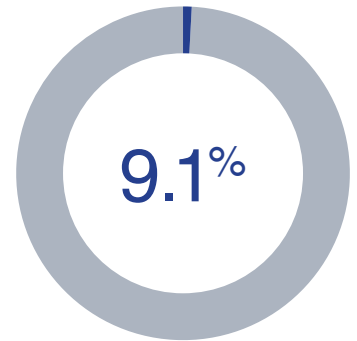
FEMALE PARTICIPATION (IN THE U.S.)



**WORKFORCE
(2015)**



**CONSTRUCTION
MINIMUM, SET BY OFCCP**

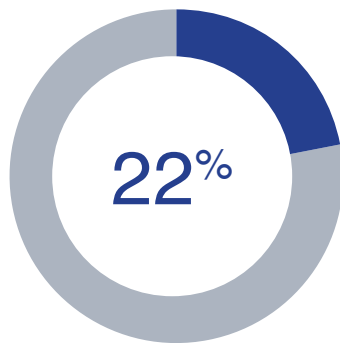


**CONSTRUCTION ACTUAL
(BLS 2017)**

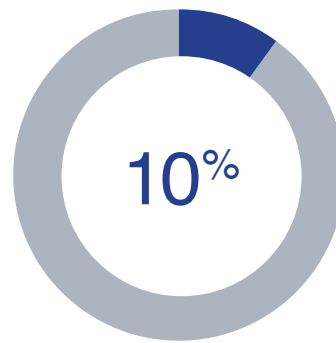
CASES OF DISCRIMINATION, FY 2014 AND FY 2016

Fiscal Year	2014 – 2016	2016
Compliance evaluations with findings of discrimination	4	1
Amount recovered for workers	\$1,634,197	\$0
Monetary remedies to eliminate the effect of discrimination	\$2,522,417	\$0

HOW CONSTRUCTION CONTRACTORS MET MINORITY PARTICIPATION GOALS



**MET THE MINORITY GOAL
THROUGH PARTICIPATION
BY ONLY ONE RACE**



**DID NOT IDENTIFY
INDIVIDUAL RACES**

OIG ANALYSIS OF WHY CONSTRUCTION CONTRACTORS WERE SELECTED FOR COMPLIANCE EVALUATIONS

Did not have the reason the contractor was selected documented in the case file

91%

Did not have the reason the contractor was selected documented in "evaluation reason" field of OFCCP's Case Management System (CMS)

43%

CMS Indicated Construction Contractor Was Selected for First Compliance Evaluation

91%

CMS Indicated Contractors Were in a Mega Construction Project (MCP)

23%

CMS Indicated Construction Contractor Was Selected for 'Other' Reason, Which Could Be Violating a Conciliation Agreement or Not Filing EEO or Veterans Reports

23%

CMS Indicated These Were Follow-up Compliance Evaluations Where Violations Were Previously Reported

8.5%

U.S. POPULATION CHANGES FROM 1970 TO 2010 (IN MILLIONS)

