



A Guide to Focused Reviews

WHAT IS A FOCUSED REVIEW?



A focused review is one that is restricted to one or more components of the contractor's organization or one or more aspects of the contractor's employment practices. There are currently two types of focused reviews conducted by the OFCCP: Sections 503 and VEVRA

WHAT CAN I EXPECT DURING A FOCUSED REVIEW?

Contractors have **30 days** from receipt of the letter to submit documentation in response to 9 requested items, including:



- ✓ Evaluation of effectiveness of outreach and recruitment efforts
- ✓ Disability
- ✓ Utilization or Hiring benchmark
- ✓ Accommodation policies & list of accommodation requests
- ✓ Proof of review of qualifications, policies & processes



An onsite review is possible if OFCCP deems necessary based on the desk audit review.