

DIRECTEMPLOYERS ASSOCIATION & PINNACLE: A PROVEN PARTNERSHIP

With the Office of Federal Contract Compliance Programs (OFCCP)'s increased focus on recruitment compliance and proactive outreach over the past several years, it continues to be critical that federal contractors put in place a comprehensive and proactive process to ensure compliance within their talent acquisition function. Pinnacle is uniquely positioned in the AAP/EEO consulting market to assist clients in evaluating the potential compliance liabilities inherent to their recruitment process and related technologies. Membership with DirectEmployers is frequently part of Pinnacle's process enhancement recommendations for clients, so the partnership between the two organizations dating back to June of 2011 has always been a natural fit.

In addition to Pinnacle's core business of providing clients with an outsourced/collaborative AAP development and delivery solution, Pinnacle has the distinction of offering clients the specialized expertise of their Recruitment Compliance Consulting Practice Group led by David Scheffler. By conducting a diagnostic audit of a client's talent acquisition function, Pinnacle is able to ensure that a federal contractor's staffing and selection processes are compliant with the OFCCP's regulations.

PINNACLE'S RECRUITMENT COMPLIANCE CONSULTING PRACTICE GROUP

Although each of Pinnacle's Recruitment Compliance Consulting engagements are tailored to each unique clients, elements of their solution typically include the following:

- *Consult with clients to not only identify the areas of liability in their current recruitment process, but also to develop and implement a new compliant recruitment process.*
- *Pinnacle assists in integrating the enhanced process into the client's recruitment management system ensuring that all OFCCP-required electronic applicant data is tracked appropriately.*
- *Ensures that all processes and technologies support the latest regulatory developments from the OFCCP (Section 503, VEVRAA, LGBT, etc.).*
- *Pinnacle supports clients in their selection and purchase of their new applicant tracking system, enabling the implementation of a compliant recruitment technology.*
- *Pinnacle also provides customized compliance training to corporate recruiters and their leadership.*

ORIGINAL DIRECTEMPLOYERS/PINNACLE PRESS RELEASE (JUNE 28, 2011)



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PINNACLE'S APPOINTEES TO THE DIRECTEMPLOYERS ASSOCIATION'S CAB:



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Leading the Recruitment Compliance Consulting Practice Group for PINNACLE HR Consulting Services, David Scheffler serves as Vice President of Compliance for PINNACLE. Scheffler brings more than 18 years of experience in the Affirmative Action/EEO, technology, and recruitment industries, helping clients evaluate their Affirmative Action plan development process and implement new strategies to ensure that their recruitment practices are compliant. Through Scheffler's knowledge of the OFCCP, he provides strategic consulting focused on insuring that federal contractors are in compliance with the agency's regulations. His clients include Johnson & Johnson, Alaska Airlines, Barnes & Noble, Florida Power & Light, Waste Management, and Texas Instruments.

Prior to joining PINNACLE, Scheffler was the Director of Compliance and Process Engineering for HRworks, LLC in Atlanta, an RPO nationally-recognized for providing recruitment services compliant with the OFCCP's Internet Applicant Ruling. Prior to HRworks, Scheffler was team lead and solution consultant for Peoplefluent and former manager of Sales Engineers for Criterion, Inc. in Dallas, Texas, where he developed solutions for vendor management, Affirmative Action, succession and workforce planning for Fortune 500 clients.

David speaks regularly on the subject of OFCCP compliance and its impact on recruitment practices, processes and technology, and has been a top rated presenter at the annual ILG National Conference. He is on The Executive Committee of the Atlanta Industry Liaison Group, and served as the Marketing Chair of the 27th Annual ILG National Conference, which was hosted in Atlanta in August of 2009. Scheffler received his Bachelor of Science degree from the University of Houston.