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The Office of Federal Contract Compliance Programs ("OFCCP") recently sent Corporate Scheduling Announcement Letters ("CSALs") to 2,500 federal contractor establishments warning of possible audits. OFCCP sends CSALs to contractor's specific establishments as a courtesy to let contractors know that certain locations have been identified for a potential audit. CSALs do not mean that the contractor has been selected for an audit, but rather put contractors on notice that their establishments have been identified for a potential audit. The audit does not actually begin until the contractor receives the Scheduling Letter from OFCCP.

Most OFCCP audits for supply and service contractor establishments are based on the Federal Contractor Selection System ("FCSS"). The FCSS generally releases names of contractors for audits two times per fiscal year. This latest round of CSALs marks the first release of the FY 2015. According to OFCCP's FAQ, 993 distinct companies and 25 industries are represented among the 2,500 establishments on the FY 2015 scheduling list. This list includes 27 Corporate Management Compliance Evaluations where OFCCP investigates glass ceiling issues. Contractors can confirm whether one or more of their establishments were mailed CSALs by faxing a written request to OFCCP's Division of Program Operations at 202 693 1305.

Because contractors receiving CSALs are scheduled for audits in most cases, contractors receiving these notices should start to review their compliance and prepare for potential audits as soon as possible. This is particularly important in light of OFCCP's new Scheduling Letter, which drastically expanded the data required to be submitted to OFCCP at the outset of an audit. Learn more about the new Scheduling Letter.

If you would like to receive updates on similar issues in the future, please register your e-mail at Federal Contractor Compliance Watch, and you will receive updates when new blog entries are posted. Federal Contractor Compliance Watch provides thought leadership for federal government contractors and subcontractors, covering compliance obligations, recent enforcement efforts, agency decisions and litigation, and real-time summaries of OFCCP, SCA, and other employment-related developments.

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