

com· pli· ance/

[kuhm-plahy-uhns]
-noun



1: an act or process of complying with a demand or recommendation

2: observance of official requirements



3: contracting solutions and services from
MILLIGAN

Milligan's Contract Compliance Solutions and Services are rooted in Equal Opportunity programs.

These programs require recipients of Federal funds to comply with Equal Employment Opportunity (EEO), Disadvantaged Business Enterprise (DBE) and other compliance regulations. In addition, many state and municipal agencies have adopted similar policies in their own compliance efforts. Collectively, these programs not only strive to create a level playing field in government contracting but are also highly regarded for their positive effects on economic development.

Under these programs, contract and grant beneficiaries are charged with a variety of responsibilities, goals and reporting requirements in an ever-changing regulatory environment.

Milligan offers practical solutions to help you meet program requirements with sound practices developed over two decades of delivering contract compliance solutions and services.

Training

Nondiscrimination principles apply across the spectrum of civil rights. Milligan's contract compliance training services address activities for Equal Opportunity programs involving recipients of various government funding and financial assistance programs.

Our training services are designed to help you understand your obligations, roles and responsibilities and performance expectations under federal, state and other public laws, rules and regulations covering Equal Opportunity in employment, contracting and other areas.



Program Development

The over-arching goal of contract compliance is to determine if recipients of government funds *effectively provide equal opportunity in their contracting programs*.

Our program development solutions include:

- Assessing the current state of your compliance policies and procedures
- Identifying gaps in reporting requirements and internal processes that limit EEO/AA and DBE compliance
- Assisting in developing appropriate goal-setting methodologies
- Implementing a program process with attainable goals
- Reviewing and assessing the equitable distribution of services

Outreach

Effective outreach coordinates activities of program participants to meet a variety of goals. Milligan's outreach services help meet these goals by providing the resources needed to:

- Communicate with DBEs and prime contractors on prospective, mutual opportunities
- Serve as liaison between DBEs and prime contractors to develop working relationships and help identify DBEs for subcontract work
- Target potential areas of employment and assist with recruitment strategies that maximize goal achievement

Technical Assistance

Milligan provides management services to DBE firms in the areas of marketing, business planning, bonding, insurance and access to lending resources. These critical areas are an essential part to successful participation on large-scale projects.

Technical Assistance also assists prospective DBEs with certification packaging, bid prequalification and other business services.

Agencies directly benefit by including Milligan's technical assistance in their Business Development programs. These services save internal resources and

staff time used to provide businesses with the help needed to prepare for contracting opportunities, process applications and bid documents.



Tracking & Reporting

Milligan offers web-based database solutions designed to track and report information on EEO and DBE compliance across multiple projects. These tools enable users to manage data and information sources in tracking and reporting on payments, invoices, change orders and payroll hours.

Milligan's experienced contract compliance staff also provide Site Monitoring services on projects where physical observations and documentation reviews are required.

Program Evaluation & Lessons Learned

Every year, grantees and contractors are subject to reviews from various agencies on a range of compliance activities. Our best practices — developed by performing compliance reviews for federal and state agencies — are used to analyze procedures, recommend enhancements to strengthen performance, achieve improved results and reduce the likelihood of corrective actions.

Why Choose MILLIGAN

Milligan's Government Consulting Practice has provided Affirmative Action, EEO, DBE supportive services, supplier and employee diversity, compliance management and economic development since the firm's formation in 1985.

We specialize in programs that comply with provisions of the Civil Rights Act of 1964 and other regulations including Federal, State and local statutes, regulations and ordinances.

Our work encompasses a broad range of tasks focused on meeting nondiscrimination policies and practices. These include program development and implementation; guideline development and goal setting; reporting and compliance; grant monitoring and financial management; remedial recommendations and administrative law and regulatory practices interpretation.

For over 20 years, Milligan & Company has enjoyed long-standing relationships with organizations such as: the US Department of Transportation, the US Department of Commerce, Pennsylvania Department of Transportation and others.

Our experience is unequalled in providing contract compliance consulting and program implementation;



Over the years, compliance professionals have turned to Milligan for assistance with their most challenging issues.

Our engagements in support of clients' goals shaped the framework for creating innovative approaches to our contract compliance solutions and services.

project management and oversight; compliance and enforcement; training and technical assistance and audit and financial analysis.

How Do We Get Started

Milligan & Company is ready to assist you with your contract compliance needs. For more information on our range of services, please contact: Sandra Swiacki — Director, Contract Compliance and Diversity Programs at 215.496.9100 ext. 120 or email at sswiacki@milligancpa.com.

Services

Milligan & Company offers a broad range of professional services, customized to meet the evolving needs of your organization.

- Audit & Assurance
- Tax Preparation & Advisory
- Internal Audit Services
- Business Consulting & Management Advisory
- Transportation & Capital Project Consulting
- Supplier & Workforce Diversity Consulting

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