



Could Your Organization Pass a Federal Audit?

Federal employment compliance has fundamentally changed. A new executive order (EO) and an active U.S. Department of Justice (DOJ) enforcement initiative now put any organization with a federal contract, subcontract, or grant above \$15,000 at risk. A \$17 million False Claims Act settlement proves enforcement is active — and projected to hit thousands of organizations a year.

The programs facing the most scrutiny are the ones HR built with the most intention: hiring pipelines, mentorship, leadership development, pay equity. **The more visible the program, the greater the exposure.**

The numbers every federal contractor needs to hear:

\$15K+

Contract threshold that triggers EO 14398 and Federal Acquisition Regulation (FAR) 52.222-90 certification

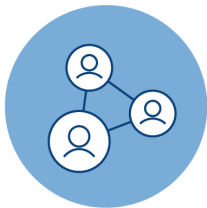
\$17M

First False Claims Act settlement under the DOJ Civil Rights Fraud Initiative

6,825

Contractor investigations projected annually across about 430 federal agencies and sub-agencies

HR PROGRAMS UNDER DOJ SCRUTINY



EMPLOYMENT PRACTICES



POLICIES



PROCEDURES



WORKFORCE ANALYTICS

Stay Compliance-Ready

Organizations that have invested in structured inclusion and diversity programs may now face scrutiny over whether those programs constitute illegal preferences or quotas. The legal standard is evolving rapidly.

Know before you're asked. Scan the QR code to connect with a FedAssure specialist.





FedAssure: Know Before You're Asked

The First Structured Pre-Certification Assessment for Federal Compliance

SHRM FedAssure, powered by DCI Consulting, is an artificial-intelligence-enabled software-as-a-service platform that gives organizations a structured, expert-guided review of their employment practices, policies, and workforce data. It's a systematic diagnostic that surfaces vulnerabilities and risk, so your organization can act before a federal audit does it for you.

Three Core Assessment Functions

1 RISK SURVEY

A structured set of questions across HR, talent acquisition, compensation, compliance, and C-suite functions to flag activities that require closer review.

2 POLICY & PRACTICE REVIEW

Comprehensive AI-enabled assessment of all employment policies, procedures, and practices against U.S. Equal Employment Opportunity Commission and related guidance to identify race- or ethnicity- based disparate treatment across hiring, promotions, and vendor selection.

3 WORKFORCE STATISTICAL ANALYSIS

Analysis of outcomes across hiring, promotion, termination, and pay that includes each job category by sex and race/ethnicity group.

Scaled to Fit Your Organization



BUSINESS BASE

\$5,500 ONE-TIME

SELF-SERVICE
RISK SURVEY + CORE POLICY REVIEW
WORKFORCE ANALYTICS



BUSINESS PRO

STARTING AT \$6,500 PER YEAR

EVERYTHING INCLUDED IN BASE +
AI ANALYSIS WITH WEBSITE SCAN



BUSINESS ENTERPRISE

CUSTOM PRICING

EVERYTHING INCLUDED IN PRO +
ENTERPRISE LICENSE
OPTIONAL CONSULTING SUPPORT

Built by the Experts Who Defined the Standard

SHRM FedAssure is powered by DCI Consulting — one of the U.S.'s leading authorities on federal employment compliance. The same experts who advise Fortune 500 companies and federal agencies on compliance have built the methodology that powers this platform. This is not a checklist. It is expert analysis at scale.

The Result

A documented, defensible compliance record that demonstrates your organization's commitment to meeting evolving legal and regulatory expectations.

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