

BEYOND COMPLIANCE
outsolve

Company
Banking Company

Industry
Financial Institute

Location
Tuscaloosa, AL

Project
Affirmative Action Reporting and related services

Key benefits:

- Less staff, same results
- Customized solutions
 - Streamlined reporting
 - Online plans
- High-level of customer service
 - Client training
 - Unlimited support
- Deep knowledge of and experience with OFCCP

Employees: 240

Website: <https://bryantbank.com>

A true Affirmative Action partner to Bryant Bank

Overview

Bryant Bank opened in 2005 with the vision to see every Alabamian experience a financially stable future and live in a thriving community. To accomplish this, bankers put care into action to help others invest in their full potential. Bryant Bank cares because Alabama is their home, too. The Bank operates in the Huntsville, Birmingham, Tuscaloosa and Baldwin County markets with 15 branches and offers personal, business, and mortgage banking services.

Challenge: Interpreting the process around AAP Plan Implementation

Patty Ratliff, Bryant Bank's HR Director, started working for the company a year after opening, when the bank had only two locations and approximately 35 employees.

Ratliff was a one-person operation when the bank first opened. However, as Bryant Bank grew, she quickly recognized she needed support from an outside vendor, especially when the bank became required to create an Affirmative Action Plan.

Solution: A responsive team that was able to provide accurate reporting that can be easily understood

"OutSolve's dedication to this firm has been outstanding. Their knowledge and expertise in AAP planning has provided us with comfort and trust around compliance."

"Our consultant at OutSolve is always a pleasure to work with, and she is always extremely responsive to our requests." said Ratliff.

OutSolve served as not only a consultant to Bryant Bank but a trusted, reliable partner who the bank could call or turn to at any point.

Results: An HR staff that is confident in its compliance and whose employees can spend time doing other crucial work while OutSolve handles its Affirmative Action needs.

Due to OutSolve's affirmative action planning services and thorough reporting, Bryant Bank has confidence its Affirmative Action Plan and related HR documents have been accurately prepared and they are in compliance.

About OutSolve

OutSolve provides comprehensive affirmative action planning and compliance solutions to help federal contractors meet the full requirements of Executive Order 11246, the Vietnam Era Veteran Readjustment Assistance Act (VEVRAA), and Section 503 of the Rehabilitation Act of 1973, among other regulations. OutSolve provides a wide range of services, including developing comprehensive, OFCCP compliant affirmative action plans, offering OFCCP audit support, and creating EEO-1 reports that comply with the requirements of the U.S. Equal Employment Opportunity Commission. For more information, please visit outsolve.com