

http://www

Special Report for HR Professionals

July 20, 2012
Number 544

The Management Advantage, Inc., PO Box 3708, Walnut Creek, CA 94598
www.hrwebstore.com newsletter@management-advantage.com 925-671-0404

BLOOMBERG GOVERNMENT REPORTS ON TOP 200 GOVERNMENT CONTRACTORS

INSIDE THIS ISSUE

- 1 Bloomberg Government Reports on Top 200 Government Contractors
- 2 Is EEOC Really Probing "Beauty Bias?"
- 3 Potpourri
- 4 Measuring Diversity in Employment
- 5 Subscriptions...

Bloomberg Government has released its rankings of the top federal contractors based on FY2011 data for unclassified, prime contracts aggregated across all government agencies.

Lockheed Martin Corp. stands out at the top of the list with just under \$43 billion in federal contracts. That is almost double the total of Boeing Co. which holds the number two spot.

This data also reveals upcoming risks for the top contractors. If Congress and the administration let automatic budget cuts take effect next year, private sector contract employees would certainly bear the brunt of these impacts.

It will make competition for the remaining federal dollars fiercer than ever. "A shrinking federal budget means that contractors will have to take market share from other contractors to grow," said Brian Friel, Defense & Federal Business Intelligence analyst. "Companies can use these rankings to identify potential customers — federal agencies — and the competitors they'll face off with for business with those customers."

The top 10 companies on the list are:

1. Lockheed Martin Corp. [\$42.9 Billion]
2. Boeing Co. [\$22.1 Billion]
3. General Dynamics Corp. [\$19.0 Billion]
4. Raytheon Co. [\$14.4 Billion]
5. Northrop Grumman Corp. [\$12.8 Billion]
6. United Technologies Corp. [\$8.0 Billion]
7. L-3 Communications Holdings, Inc. [\$7.6 Billion]
8. SAIC Inc. [\$7.4 Billion]
9. BAE Systems PLC [\$7.3 Billion]
10. Huntington Ingalls Industries Inc. [\$6.7 Billion]

There are 141,262 federal contractors according to the report. You will find the entire list of the top 200 companies at:

<http://about.bgov.com/2012/06/14/special-event-bgov200-federal-industry-leaders-event/>

IS EEOC REALLY PROBING “BEAUTY BIAS”

From HR Morning.com comes this note about recent developments at the Equal Employment Opportunity Commission (EEOC).

<http://www.hrmorning.com/huh-eeocs-now-searching-for-cases-of-beauty-bias>

Apparently, the Boston office of the EEOC has been investigating a chain of coffeehouses because of its alleged practice of hiring attractive young women as servers. Here’s the odd part: Nobody’s filed a complaint. The agency has allegedly undertaken the probe on its own initiative.

The agency is justifying its “Commission-initiated investigation” because “it is possible that applicants or employees may not know they’ve been discriminated against, based on their age or any factor,” EEOC official Robert Sanders told the Boston Herald.

http://bostonherald.com/news/regional/view/20220608eeoc_defends_marylou_s_hiring_probe_people_dont_always_know_when_theyre_victims

According to the Herald story, the EEOC contacted two applicants who had been rejected by Marylou’s Coffee, a chain of Massachusetts coffee shops. They were 42 and 55 years old. The story reported that EEOC asked these two people if they would be willing to join a class-action lawsuit against the chain.

As you know, there are some local jurisdictions in the United States that protect against employment discrimination based on “personal appearance.” In Santa Cruz, California, protected categories include, “physical characteristics.”

<http://www.genderadvocates.org/policy/Ordinances/Laws/Santa%20Cruz%20Ordinance.htm>

In some places, such as Michigan, employment discrimination is prohibited based on height and weight. <http://www.nolo.com/legal-encyclopedia/michigan-employment-discrimination-31700.html>

Is this something to be alarmed about? Well, yes...if the EEOC is really pursuing a case involving protected categories that it is not authorized to enforce. And, no...if the agency is actually investigating an age discrimination situation it has become aware of. EEOC has authority to enforce provisions of the Age Discrimination in Employment Act (ADEA).

<http://www.eeoc.gov/laws/statutes/adea.cfm>

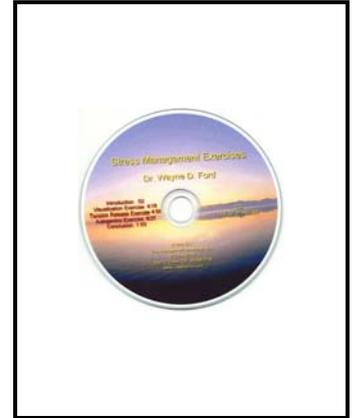
EEOC Enforcement of
Federal Employment
Discrimination
Protections

<http://www.eeoc.gov/eeoc/enforcement/index.cfm>

Stress Management Exercises on Disc

A powerful collection of exercises designed to manage your stress through relaxation. Autogenics, visualization, and tension-release exercises are narrated by Dr. Wayne Ford. These exercises are easy to perform, and can be done individually or in a group.

<http://www.management-advantage.com/products/stressdisc.htm>



POTPOURRI

- **EEOC Charge Data Now Available by State**

The Equal Employment Opportunity Commission (EEOC) has made available on its web site private sector discrimination charge statistics for each of the 50 states, the District of Columbia and U.S. territories covering the past three fiscal years. The data reflect charges submitted to the agency during fiscal years 2009 to 2011.

http://www1.eeoc.gov/eeoc/statistics/enforcement/charges_by_state.cfm

- **EEOC Says Title VII Protects Transgender Workers**

On April 24 2012 the Equal Employment Opportunity Commission (EEOC) ruled that the term “sex” under Title VII includes both biological sex and gender stereotypes. Specifically, it said that transgender police detective Mia Macy at the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF) was entitled to protection against discrimination based on sex. Some legal authorities are suggesting that the Commission will take the same position with private sector employers if the issue arises.

<http://jurist.org/paperchase/2012/04/eeoc-rules-transgender-workers-covered-under-title-vii.php>

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

Sponsored by
Merit Resource Group

Effective business decisions and human resources decisions go hand-in-hand. Merit Resource Group helps its clients create this synergy by providing HR expertise to match unique company needs.

<http://www.merithr.com>

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

MEASURING DIVERSITY IN EMPLOYMENT

In a copyrighted article posted on The Greater La Crosse Area Diversity Council web site, Marc Brenman writes about how employment organizations have both opportunity and responsibility for measuring their diversity programs.

Brenman says, "Measurements are necessary to determine what needs doing, how to plan initiatives, and their success." He was Executive Director of the Washington State Human Rights Commission from 2004-2009, and Senior Policy Advisor at the U.S. Department of Transportation from 1995-2004. Brenman suggests that employers should choose from a host of possible metrics to establish baselines for their organizations and then trends over time. He offers a list of 30 possible measurement categories.

<http://www.glaxdiversitycouncil.com/resources/>

Subscriptions...

You are welcome to forward this message, in its entirety, to anyone you believe would benefit from receiving it. You may not post this message or its contents on a web page for further distribution. We encourage new subscribers and are pleased to continue our offer of FREE distribution for these SPECIAL REPORTS. An archive of our newsletters can be found on our web site. Just look for "Newsletters."

<http://www.hrwebstore.com/>

Special Reports for HR Professionals are available to our newsletter subscribers and web site visitors. However, you may receive a copy from one of your professional colleagues or friends. Please check the origin address to be sure. Nothing in this publication is intended to provide legal or other professional advice. Articles are informational only. Please consult a competent professional if you need legal advice.

Privacy Policy: Our subscriber list is considered confidential information. We do not sell or rent our subscriber or customer lists to anyone else. Your privacy is our primary concern. If you ever wish to unsubscribe, please click on the "unsubscribe" link at the bottom of each email message. If you would like to SUBSCRIBE to our FREE publications, please register your subscription by going to

www.hrwebstore.com/newsletr/newsletr.html



The Management Advantage, Inc.

PO Box 3708
Walnut Creek, CA 94598
925-671-0404
©2012 - All Rights Reserved

www.hrwebstore.com

Editor: William H. Truesdell, SPHR
billt@management-advantage.com

Protect your federal revenues. Let us help you update your affirmative action plan. Call us today for a no-obligation estimate.