

Panel on Internet Applicant Rule—What Has Worked and What Challenges Remain

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Overview

- **Introduction of Panel and Moderator**
- **Summary of Recordkeeping Requirements of Internet Applicant Rule**
- **Brief Comment by Each Panelist of Experience with Internet Applicant Rule**
- **Interactive Discussion with Audience**
- **Conclusion**

Summary of Internet Applicant Recordkeeping Requirements

- **Internet Applicant Rule requires employers to retain records of “Internet applicants”**
 - **Internet Applicant is**
 - An individual who submits an “expression of interest” in employment through the “Internet or related electronic data technologies”;
 - Who the contractor “considers” for employment to a particular position;
 - Which the expression of interest indicates the individual possesses the “basic qualifications”; and
 - Who continues to be interested in the position

Summary of Internet Applicant Recordkeeping Requirements

▪ **Recordkeeping Requirements**

- **Employer is obligated to retain records on all candidates who are “considered for” employment**
- **Internal databases must keep record of:**
 - **Each résumé added to internal database**
 - **Date each résumé added**
 - **Record of position for which each data search made**
 - **Substantive search criteria used and date of search**
 - **Records identifying candidates contacted regarding interest in position**

Summary of Internet Applicant Recordkeeping Requirements

- **Recordkeeping Requirements** *(cont.)*
 - **External databases must keep record of:**
 - Record of position for which search made
 - Substantive search criteria used
 - Date of search
 - Résumés of job seekers met basic qualifications for particular position
 - Records identifying candidates contacted regarding interest in position

Comments of Panelists

- **What has been the impact of the Internet Applicant Rule on your clients?**
- **What strategies have worked?**
- **What strategies have not worked?**
 - **Aaron Matos, Jobing.com**
 - **Martha Artiles, Manpower**
 - **Michael Gray, Monster.com**
 - **Eric Tomanek, Taleo Inc.**

Dialogue with Participants

- **What questions do you have for the panelists?**
- **What experiences have you had with these vendors or other vendors in attempting to comply with the rule?**
- **What has worked for your companies?**
- **Other?**

Conclusion

- **Where do we go from here?**
- **Any next actions?**
- **Thank you for your participation!**