

**U.S. Department of Labor  
Office of Federal Contract Compliance Programs  
Recordkeeping Requirements—38 U.S.C. 4212  
Vietnam Era Veterans’ Readjustment Assistance Act of 1974, As Amended**

**Office of Management and Budget (OMB) Number 1250-0004**

The U.S. Department of Labor’s Office of Federal Contract Compliance Programs (OFCCP) is seeking an extension without change of a currently approved information collection (OMB #1250-0004).

**A. JUSTIFICATION**

**1. Legal and Administrative Requirements**

This information collection request (ICR) covers the information collection burden for various requirements under the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212 (VEVRAA), and its implementing regulations at 41 CFR part 60-300. VEVRAA, as applied by regulation, prohibits covered federal contractors and subcontractors (“contractors”)<sup>1</sup> from discriminating against qualified “protected veterans”<sup>2</sup> in all employment practices. Contractors are also required to take “affirmative action to employ and advance in employment qualified covered veterans.” 38 U.S.C. 4212. Section 12 of this supporting statement below describes specific regulatory requirements for this ICR.

At this time, OFCCP seeks an extension without change of OMB #1250-0004 because OMB authorization of this information collection expires on April 30, 2026.

**2. Use of Collected Material**

Contractors use the information collected to meet the VEVRAA regulatory requirements described in Section 12 of this supporting statement below. OFCCP may also review the collected information to determine contractors’ compliance with VEVRAA and its implementing regulations at 41 CFR part 60-300 (*e.g.*, during a VEVRAA complaint investigation).

**3. Use of Information Technology**

<sup>1</sup> Hereinafter, all references to “contractor” will include federal contractors and subcontractors covered by the VEVRAA regulations unless otherwise stated. See Jurisdictional Thresholds at <https://www.dol.gov/sites/dolgov/files/OFCCP/PDFs/Jurisdictional-Thresholds-Oct2025-508c.pdf>. Effective October 1, 2025, the coverage threshold under VEVRAA increased from \$150,000 to \$200,000, in accordance with the inflationary adjustment requirements in 41 U.S.C. 1908. See Federal Acquisition Regulation: Inflation Adjustment of Acquisition-Related Thresholds, 90 FR 41872 (Aug. 27, 2025). Contractors with 50 or more employees and a single federal contract or subcontract of \$200,000 or more are also required to develop and maintain an affirmative action program (AAP), where they must implement and document their equal employment opportunity efforts on an annual basis.

<sup>2</sup> Under 41 CFR 60-300.2(q), a “protected veteran” means a veteran who is protected under the non-discrimination and affirmative action provisions of VEVRAA; specifically, a veteran who may be classified as a “disabled veteran”, a “recently separated veteran,” an “active duty wartime or campaign badge veteran,” or an “Armed Forces service medal veteran” each as defined in 41 CFR 60-300.2.

In general, each contractor develops its own methods for collecting and maintaining the ICR information. Contractors have the option to use methods that best suit their needs provided they can retrieve and submit the requested data to OFCCP.

According to the Government Paperwork Elimination Act (GPEA, P.L. 105-277, 1998), by October 2003, government agencies must provide the option of using and accepting electronic documents and signatures, and electronic recordkeeping, where practicable. OFCCP fulfills its GPEA requirements by permitting contractors to submit documentation via e-mail or another electronic format.

#### **4. Description of Efforts to Identify Duplication**

No duplication of effort exists because no other government agency has these specific data collection requirements.

#### **5. Impact on Small Businesses**

This ICR does not have a significant economic impact on a substantial number of small businesses. OFCCP minimizes the burden on small businesses by exempting entities who fail to meet the higher AAP contract size and employee thresholds<sup>3</sup> from the affirmative action regulatory requirements described in Section 12 of this supporting statement below.

#### **6. Consequences of a Less Frequent Collection**

There is not a specific schedule for the collection of this information. OFCCP reviews the collected information when reviewing contractors' compliance with VEVRAA and its implementing regulations at 41 CFR part 60-300 (e.g., during a VEVRAA complaint investigation). Without this information, OFCCP may not be able to review contractors' compliance with these requirements.

#### **7. Special Circumstances**

There are no special circumstances for the collection of this information.

#### **8. Consultation Outside the Agency**

OFCCP has a help desk that receives inquiries from the public about the agency's programs and requirements. OFCCP uses this information to help inform the agency's administration of the VEVRAA program. OFCCP also published a notice in the *Federal Register* seeking comments from the public on this ICR. 91 FR 541 (Jan. 7, 2026).

Nine commenters submitted public comments on the ICR. Most commenters agreed with reauthorizing the information collection. For example, an individual with experience in talent

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<sup>3</sup> See OFCCP Jurisdictional Thresholds, available at <https://www.dol.gov/sites/dolgov/files/OFCCP/PDFs/Jurisdictional-Thresholds-Oct2025-508c.pdf>.

acquisition (including veteran hiring) asserted that the VEVRAA requirements ensure fairness, access and accountability for veteran workers and expressed general support for reauthorizing the information collection.

A service-disabled veteran-owned small business also agreed with reauthorizing the information collection. The commenter emphasized the value of the collected information and agreed with OFCCP that a less frequent collection would compromise enforcement. Another commenter, an individual, expressed general support for the VEVRAA regulatory requirements and supported reauthorizing the information collection. An organization that assists companies with hiring veterans did not raise issues specific to the proposal but expressed general support for the VEVRAA program.

An anonymous commenter supported reauthorization of the information collection, noting that the collection is necessary and has clear practical utility. The commenter also stated that “any administrative cost is outweighed by the public interest value of transparency and accountability in the use of public funds.” To enhance utility while minimizing burden, the commenter urged OFCCP to “continue expanding standardized electronic submission [and] HRIS integration” and requested “clearer guidance that distinguishes hiring, promotion, and advancement outcomes.”

In response, OFCCP agrees with the commenter on the utility of information collection. As discussed above, OFCCP also encourages the use of electronic submissions and systems for submitting and maintaining records. With respect to agency guidance, OFCCP continues to provide stakeholders with updated compliance assistance on the VEVRAA program through the agency’s help desk. Any decision on whether to provide additional guidance is outside the scope of this information collection.

Similarly, an employer association agreed with the information collection, stating that its members have found their veteran compliance programs to be of value in ensuring protected veterans have equal access to workplace programs. The commenter also requested that OFCCP update its subregulatory guidance on collecting protected veteran hiring data, particularly how OFCCP defines key terms (*e.g.*, “job filled,” “total number of openings,” etc.).<sup>4</sup> The commenter urged OFCCP to consider issuing new guidance, perhaps in the form of FAQs, stating that contractors are permitted to define these terms in a manner consistent with the way they define

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<sup>4</sup> Specifically, it stated, “We do recommend one small update to the agency’s sub-regulatory guidance. OFCCP’s VEVRAA regulations require qualifying federal contractors to collect and maintain for a three-year period the numbers of: (1) jobs opened and filled; (2) applicants and hires; and (3) protected veteran applicants and hires. These terms are not defined in OFCCP’s VEVRAA regulations. Rather, the agency has provided sub-regulatory guidance in the form of “Frequently Asked Questions” available online... Our members have advised us that the definitions of key terms in OFCCP’s FAQs are confusing, particularly given OFCCP’s preference that the metrics include *internal* promotions and transfers. They have struggled to understand how the resulting data could be useful for the stated purpose of evaluating the effectiveness of their *external* veteran outreach efforts, which is mandatory under the agency’s regulations. We thus urge OFCCP to consider issuing new guidance, perhaps in the form of FAQs, stating that contractors are permitted to define these terms in a manner consistent with the way they define those terms for other federal, state, and local requirements.”; The guidance at issue is located at numbers 1-4 under the heading, “Data Collection Analysis” in OFCCP’s VEVRAA FAQs available at <https://www.dol.gov/agencies/ofccp/faqs/vevraa>.

those terms for other federal, state, and local requirements. Any decision on whether to provide new guidance is outside the scope of this information collection.

OFCCP also received a public comment from an anonymous commenter who generally agreed with the ICR and VEVRAA requirements, except for the requirement at 41 CFR 60-300.5. This regulation requires contractors to list their job openings with the state or local Employment Service Delivery Systems (ESDS). The commenter asserted that this requirement imposes a financial burden because contractors feel pressure to use third-party ESDS software companies that charge high prices. The commenter also stated that they rarely see results from this mandatory requirement, asserting that the most successful veteran placements come from veteran focused employment sites, not state job boards. In response, OFCCP notes that the requirement to list job openings with the ESDS is a statutory requirement. *See* 38 U.S.C. 4212(a)(2). Although contractors may choose to utilize third-party ESDS software companies, OFCCP’s implementing regulations do not prescribe any specific method to meet this statutory requirement. Rather, OFCCP allows contractors flexibility in choosing the most efficient and cost-effective method to meet their individual needs.

Another commenter, a cybersecurity company, disagreed with the ICR. The commenter believed that the agency underestimates the burden of the collection and is required to include additional information to support its request such as an Initial Regulatory Flexibility Analysis (IRFA). The commenter also requested that OFCCP pursue additional initiatives aimed at decreasing the burden for contractors and improving the VEVRAA program (*e.g.*, rulemaking defining what an “establishment” is for remote contractors, restructuring VEVRAA compliance and recordkeeping frameworks, implementing safe harbor rules, consulting with other agencies on VEVRAA compliance and costs, creating a government-wide portal for accepting an annual submission that satisfies various federal government reporting requirements, etc.).

OFCCP has carefully reviewed this comment and disagrees that additional information such as an IRFA or other procedural requirements are necessary for reauthorizing this ICR. As a point of clarification, this ICR is not associated with a proposed rule. While the agency issued a Notice of Proposed Rulemaking (NPRM) for the VEVRAA regulations, the NPRM proposed technical revisions that do not impact this information collection. *See* 90 FR 28485 (July 1, 2025). The regulatory requirements set forth in this ICR have been in place since the agency’s 2013 VEVRAA rulemaking and the agency received OMB approval and reauthorization of this ICR since that time. *See* 78 FR 58614 (Sept. 24, 2013). Since the currently approved collection is set to expire on April 30, 2026, OFCCP seeks an extension without change of the currently approved information collection and submits the request in accordance with the Paperwork Reduction Act of 1995 (PRA) requirements. 44 U.S.C. 3501 *et seq.*

OFCCP acknowledges that the burden associated with the collection may differ for individual contractors because contractors have different resources, sizes and policies. However, the estimates included in the ICR are based on average costs for the contractor universe. Further, as with past ICRs, OFCCP determined that the information collection does not have a significant economic impact on a substantial number of small businesses. OFCCP minimizes the burden on small businesses by exempting entities who fail to meet the higher AAP contract size and

employee thresholds<sup>5</sup> from the affirmative action regulatory requirements described in Section 12 of this supporting statement below. As noted above, OFCCP also provides contractors with extensive flexibility when it comes to submitting information. As such, OFCCP believes that the ICR balances the need for the information while minimizing contractor burden.

OFCCP also declines to adopt the commenter’s additional recommendations at this time, as they are outside of the scope of this ICR and are broader than the PRA requirements.

Lastly, an anonymous commenter submitted a comment that neither supported nor disagreed with the proposal. OFCCP is not addressing this comment, as it does not raise substantive issues concerning the ICR proposal.

## **9. Gifts or Payments**

OFCCP provides neither payments nor gifts to respondents.

## **10. Confidentiality of Information**

OFCCP will treat records provided by a contractor or complainant as confidential to the maximum extent the information is exempt from public disclosure under the Freedom of Information Act (FOIA), 5 U.S.C. 552. OFCCP will evaluate all information requests pursuant to the public inspection and disclosure provisions of FOIA and its implementing regulations at 29 CFR part 70.

OFCCP safeguards and protects personally identifiable information it receives from contractors or complainants to the maximum extent allowable under the law in accordance with the Privacy Act of 1974, as amended (5 U.S.C. 552a).

## **11. Questions of Sensitive Nature**

The VEVRAA regulations at 41 CFR 60-300.80 require contractors to maintain various employment records. These records may include sensitive information (*e.g.*, records on workers’ reasonable accommodation requests). When using this information, contractors must adhere to the confidentiality provisions set forth in the VEVRAA regulations. *See e.g.*, 41 CFR 60-300.23(d) and 41 CFR 60-300.44(d).

## **12. Information Collection Hour Burden<sup>6</sup>**

Below is a description of the regulatory requirements covered by this ICR and their associated burdens.

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<sup>5</sup> See OFCCP Jurisdictional Thresholds, available at <https://www.dol.gov/sites/dolgov/files/OFCCP/PDFs/Jurisdictional-Thresholds-Oct2025-508c.pdf>.

<sup>6</sup> There is no reporting burden associated with this ICR. The reporting burden associated with complaint filing is covered in a separate ICR (OMB # 1250-0002) and the information collected pursuant to a complaint investigation is excluded from the Paperwork Reduction Act requirements because it is related to an “administrative action, investigation, or audit involving an agency against specific individuals or entities.” 5 CFR 1320.4(a)(2).

## **Recordkeeping Burden**

### **Section 60-300.42**

Section 60-300.42(a) requires contractors to inquire about an applicant’s “protected veteran” status at the pre-offer stage. Section 60-300.42(b) requires contractors to inquire about an applicant’s “protected veteran” status during the period that is after the offer of employment but before the individual begins the job. OFCCP estimates that it will take contractors 1.5 hours to review, modify and incorporate the form requesting this information in the contractor’s application process. The estimated burden in this information collection applies to only new contractor parent companies, or 1 percent of the 22,428 contractor parent companies.<sup>7</sup> The burden for this provision is 336 hours (224 new contractor companies × 1.5 hours = 336 hours).

OFCCP further estimates that it will take each contractor establishment 15 minutes to maintain the forms. This time includes either manually storing the forms in a filing cabinet or saving them to an electronic database. The burden for this provision is 22,495 hours (89,978 contractor establishments<sup>8</sup> × (15 minutes/60 minutes) = 22,495 hours).

### **Section 60-300.44**

Section 60-300.44 describes the required contents of the AAP. OFCCP estimates that it will take existing contractors (as defined above) approximately 7.5 hours to document and maintain material evidence of annually updating their AAPs and that it will take new contractors 18 hours to perform these tasks. The total estimated burden for this requirement is 890,785 hours for existing contractors and 21,595 hours for new contractors.<sup>9</sup>

### **Section 60-300.44(f)**

Section 60-300.44(f)(4) requires each contractor to document all activities it undertakes to comply with its obligations related to external dissemination of policy, outreach, and positive recruitment for protected veterans and to retain these documents for a period of three (3) years. OFCCP estimates that it will take contractors 10 minutes (0.17 hours) to retain the required

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<sup>7</sup> To estimate the number of parent companies who meet the AAP requirement thresholds, OFCCP relied on available EEO-1 and USA Spending data. See EEO-1 Data Collections at <https://www.eeoc.gov/data/eoo-data-collections>; USA Spending information at <https://www.usaspending.gov/>. This estimate covers the burden for entities who meet both the Section 503 and VEVRAA requirements.

<sup>8</sup> To estimate the number of establishments who meet the VEVRAA AAP requirement thresholds, OFCCP relied on available EEO-1 and USA Spending data. See EEO-1 Data Collections at <https://www.eeoc.gov/data/eoo-data-collections>; USA Spending information at <https://www.usaspending.gov/>.

<sup>9</sup> In addition to VEVRAA, OFCCP also administers Section 503 of the Rehabilitation Act of 1973 (Section 503). Given that many contractors choose to prepare a joint VEVRAA and Section 503 AAP, OFCCP accounts for the 41 CFR 60-300.44 (VEVRAA) and parallel 41 CFR 60-741.44 (Section 503) burden for this requirement in this ICR. Based on EEO-1 and USA Spending data, the estimated universe for this requirement consists of the 89,978 contractors who meet both the Section 503 and VEVRAA AAP thresholds, and an additional 29,993 contractors who meet only the Section 503 AAP threshold (a total of 119,971 contractor establishments). OFCCP estimates that 99% of the universe will be existing contractors and 1% will be new contractors. Accordingly, the burden for existing contractors is (.99 x 119,971) x 7.5 hours = 890,785 hours. The burden for new contractors is (.01 x 119,971) x 18 hours = 21,595 hours.

documentation. Retaining these records means storing the records generated either electronically or in hard copy form, consistent with the contractor’s existing business practices for how to store records. The annual recordkeeping burden for this provision is 15,296 hours (89,978 contractor establishments × 0.17 hours = 15,296 hours).

#### Section 60-300.44(h)

Section 60-300.44(h)(1)(vi) requires each contractor to design and implement an audit and reporting system that will document the actions taken to meet the requirements of 60-300.44(h). OFCCP estimates that it will take contractors 10 minutes (0.17 hours) to document compliance with the provision to create an audit and reporting system. Documentation may include, as an example, the standard operating procedure of the system including roles and responsibilities, and audit and reporting timeframes and lifecycles. The annual recordkeeping burden of this provision is 15,296 hours (89,978 contractor establishments × 0.17 hours = 15,296 hours).

#### Section 60-300.44(k)

Section 60-300.44(k) requires contractors to collect and analyze certain categories of data and maintain data for a period of three (3) years. OFCCP believes that most contractors have the capability to conduct the required calculations and store this information electronically. However, some companies may have to calculate this information manually and store it in hard copy form. Therefore, OFCCP estimates that the average time it will take a contractor to conduct the analysis and maintain the relevant documentation is 1 hour 25 minutes (1.42 hours). Relevant documentation may include the report or other written documentation generated by the calculations that explains the methodology, the data used, and the findings and conclusions; the data used to conduct the calculations for subsequent validation of the results; and other material used by the contractor for the calculations. The annual recordkeeping burden for this provision is 127,769 hours (89,978 contractor establishments × 1.42 hours = 127,769 hours).

#### Section 60-300.45

Section 60-300.45 requires the contractor, on an annual basis, to establish a hiring benchmark in one of two ways: a contractor may use as its benchmark the national percentage of veterans in the civilian labor force, which OFCCP will provide (and periodically update) on its public website; or the contractor may establish its own individual benchmark using the five-factor method set forth in Section 60-300.45(b)(2)(i)–(v). OFCCP estimates that the average time it will take a contractor to maintain material evidence of compliance with this provision is 10 minutes (0.17 hours). The annual recordkeeping burden for this provision would be 15,296 hours (89,978 establishments × 0.17 hours = 15,296 hours).

#### Section 60-300.81

Section 60-300.81 describes the records access requirements. Pursuant to 5 CFR 1320.4(a)(2), this information collection is excluded from the PRA requirements because it is related to an “administrative action, investigation, or audit involving an agency against specific individuals or entities.”

## **Third-Party Disclosure Burden**

### **Section 60-300.5**

Section 60-300.5 describes the Equal Opportunity (EO) Clause. Paragraph 2 of the EO Clause requires contractors to list their job openings with the state or local ESDS. OFCCP estimates that gathering records and providing the job openings to the ESDS will take 25 minutes (0.42 hours) for approximately 15 vacancies per year. The burden is 566,861 hours (89,978 contractor establishments  $\times$  15 vacancies  $\times$  0.42 hours = 566,861 hours).

Paragraph 4 of the EO Clause requires contractors to provide the appropriate ESDS with the name and location of each of the contractor's hiring locations, a statement of its status as a federal contractor, the contact information for the hiring official at each location in the state, and a request for priority referrals of protected veterans. Paragraph 4 also requires contractors that use job search organizations to provide the ESDS with the contact information for each job search organization. These requirements apply to new contractors, which OFCCP estimates to be 1 percent of all covered contractors (or  $0.01 \times 89,978 = 900$  contractor establishments). OFCCP estimates a total of 15 minutes (0.25 hours) for a new contractor to ensure that its information is provided to the ESDS. The annual burden for this provision is 225 hours (900 new contractor establishments  $\times$  0.25 hours = 225 hours). OFCCP further estimates that 25 percent of new contractors, or 225, will use outside job search organizations and incur an additional 5-minute (0.08 hours) burden to notify the ESDS of the contact information for its outside job search organizations. The annual burden for this provision is 18 hours (225 contractor establishments  $\times$  0.08 hours = 18 hours). The total burden is 243 hours (225 hours + 18 hours = 243 hours).

The total third-party disclosure time burden is 567,104 hours (566,861 hours + 243 hours).

### **Section 60-300.42(a) and Section 60-300.42(b)**

Applicants for available positions with covered contractors will incur a burden when they identify as a "protected veteran" at either the pre-offer stage or during the period that is after the offer of employment but before the individual begins the job. OFCCP estimates that there will be an average of 24 applicants per job vacancy and an average of 15 vacancies per year. OFCCP further estimates that it will take applicants approximately 5 minutes (.08 hours) to complete the form. If every applicant decides to identify as a "protected veteran" at either the pre-offer stage or during the period that is after the offer of employment but before the individual begins the job, then the burden for this provision is 2,591,366 hours (89,978 contractor establishments  $\times$  15 vacancies  $\times$  24 applicants  $\times$  0.08 hours = 2,591,366 hours).

### **Section 300.44(f)(1)(ii)**

Section 60-300.44(f)(1)(ii) requires contractors to send written notification of the company's policy related to its affirmative action efforts to all subcontractors, including subcontracting vendors and suppliers, requesting appropriate action on their part. Contractors have a parallel

requirement in Section 503. OFCCP accounts for this burden in the Section 503 information collection (1250-0005), so is estimating no additional burden for this requirement in this ICR.

**Total Time Burden**

Based on the above, the total time burden for this ICR is 4,267,338 hours:

	<b><u>Activity</u></b>	<b><u>Hours</u></b>
Recordkeeping Time Burden	Protected veteran inquiry; 60-300.42(a) and (b)	336
	Maintain forms; 60-300.42	22,495
	Annual update of AAP; 60-300.44	890,785
	Development of AAP; 60-300.44	21,595
	External dissemination of policy, outreach, and positive recruitment; 60-300.44(f)	15,296
	Audit and reporting system; 60-300.44(h)	15,296
	Data collection and analysis; 60-300.44(k)	127,769
	Benchmarks for hiring; 60-300.45	15,296
Third Party Disclosure Burden	EO Clause; 60-300.5 (contractor burden)	567,104
	Protected veteran inquiry; 60-300.42(a) and (b) (burden for applicants/employees)	2,591,366
<b>Total Burden Hours</b>		<b>4,267,338</b>

**Monetized Time Burden**

OFCCP estimates that the total recordkeeping burden hours translate to approximately **\$95,750,752** in burden costs to contractors using data from the Bureau of Labor Statistics (1,108,868 hours x \$86.35).<sup>10</sup>

OFCCP estimates that the total third-party disclosure burden hours for contractors translates to approximately **\$48,969,430** in burden costs using data from the Bureau of Labor Statistics (567,104 hours x \$86.35).<sup>11</sup>

10 Bureau of Labor Statistics, Occupational Employment Statistics, Occupational Employment and Wages, May 2024, <https://data.bls.gov/oes/#/industry/000000>. \$55.15 per hour for Management Analysts and \$77.15 per hour for Human Resource Managers. The calculation uses an 80/20 split between Management Analysts and Human Resource Managers, which equals \$59.55 plus 45 percent of wages for fringe benefits. \$59.55 x 1.45 = \$86.35.

11 *Id.* The 60-day notice used the \$48.05 wage noted below for this estimate. For consistency, this notice updates this rate to \$86.35, which is the rate used for other contractor costs in the estimate. OFCCP believes this is a more accurate rate for the contractor third-party burden, as personnel in Management Analyst or Human Resource Manager roles would likely be conducting this task as well.

OFCCP estimates that the total third-party disclosure burden hours for non-contractors (*i.e.*, individuals identifying as a protected veteran) translates to approximately **\$124,515,136** in burden costs using data from the Bureau of Labor Statistics (2,591,366 hours x \$48.05).<sup>12</sup>

**Total Monetized Time Burden for ICR:** The total monetized time burden is **\$269,235,318**.

### **13. Information Collection Cost Burden**

OFCCP estimates covered entities that use paper-based application systems will have some operations and maintenance costs for printing forms related to the 41 CFR 60-300.42(a) and (b) requirements described above. OFCCP estimates that these costs will total approximately \$356,313.<sup>13</sup>

### **14. Cost to Federal Government**

OFCCP associates no unique federal costs with this information collection.<sup>14</sup>

### **15. Program Changes or Burden Adjustments**

The change in burden hours compared to the previous collection is primarily due to changes in the universe of covered contractors.

### **16. Publication of Data for Statistical Use**

There will be no publication of statistical analysis related to this collection.

### **17. Approval Not to Display the Expiration Date**

OFCCP is not seeking approval to not display the expiration date of this collection.

### **18. Exceptions to the Certification Statement**

OFCCP is not seeking exceptions to the certification statement of this collection.

## **B. STATISTICAL METHODS**

<sup>12</sup> Bureau of Labor Statistics, Employer Costs for Employee Compensation, June 2025, <https://www.bls.gov/news.release/ecec.nr0.htm>. \$48.05 per hour for civilian workers (includes wages and salaries + total benefits).

<sup>13</sup> OFCCP assumes that 5 percent of contractor establishments will use a paper-based application system and estimating an average of 24 applications per vacancy and 15 vacancies per establishment, the estimated total cost to contractors will be \$356,313 ([89,978 establishments × 5 percent] × [15 x 24 copies] × \$0.22 average cost of printing/copying = \$356,313).

<sup>14</sup> OFCCP reviews contractors' compliance through complaint investigations and has a separate ICR (OMB # 1250-0002) which covers the costs to the federal government.

DOL OFCCP – Recordkeeping Requirements – VEVRAA  
OMB Number 1250-0004  
Expiration Date: April 30, 2026

This information collection does not use statistical methods.