No: 212

cc: Doyle
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May 4, 2004

Mr. Joseph Dubray, Jr., Director
Division of Policy, Planning and Program Development
OFCCP
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Fax: 202-693-1304

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RECEIVED
OFCCP
DIVISION OF POLICY
WASHINGTON, D.C. 20210

Re: Response to 41 CFR Part 60-1

Dear Sir:

As a small staffing company, I would like to see the EEOC adopt the OFCCP's recommendation to add a crucial qualifier to the description of an applicant responding to an on-line advertised position. That is:"advertised, basic qualifications," meaning that in the advertised position there are qualifications that the individual needs to be able to reference and demonstrate to the possible employer that he or she in fact meets. This will better qualify who should be considered an applicant-otherwise everyone and anyone responding will be considered an applicant, which simply is not the case. Some applicants are just going through the motions to keep their unemployment benefits. They just have to show that they responded to a certain number of ads per week. I believe that the applicant must take on some responsibility and read the qualifications for the job before responding to a job. Their resume should list the skills that are considered a must, and tell the prospective employer why they think they do qualify (based on their skills and experience). Collecting data on the people that do not meet the minimum qualifications is tedious and not fruitful for anyone.

Sincerely,

M. Necessary

Mary Necessary
President of Sentari Technologies, Inc.

Email: mnecessary@sentari.com