



Cordova for President

Moving Forward Together

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The United States Constitution

Article II, Section 1 of the U.S. Constitution imposes only three eligibility requirements on persons serving as president, based on the officeholder's age, time of residency in the U.S., and citizenship status:

U.S. Constitution – Presidential Candidate Eligibility

"No person except a natural born Citizen, or a Citizen of the United States, at the time of the Adoption of this Constitution, shall be eligible to the Office of President; neither shall any person be eligible to that Office who shall not have attained to the Age of thirty-five Years, and been fourteen Years a Resident within the United States."

Executive Order

Paid Interviews and Equitable Hiring in Federal Employment and Contracting

By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered as follows:

Section 1. Purpose.

The foundation of a fair and just economy begins not with a paycheck, but with the opportunity to earn one. The current hiring process in both the public and private sectors too often exploits job seekers through unpaid interviews, excessive screening processes, and intentional high-turnover practices. This not only wastes time and resources but undermines trust, equity, and economic access.

To restore dignity in the hiring process, promote transparency, and prevent exploitative labor cycles, this order establishes the requirement for paid interviews across all federal agencies and extends equitable hiring expectations to federal contractors and grant recipients.

Section 2. Paid Interviews for Federal Job Applicants.



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- (a) All executive departments and federal agencies shall compensate individuals a **minimum of \$100** for any job interview conducted, regardless of format (in-person, video, or telephone).
- (b) Payment must be issued within **five (5) business days** of the interview date.
- (c) Interview compensation shall be classified as **non-taxable income** and shall not count toward annual earnings, benefit thresholds, or tax reporting obligations.
- (d) Agencies must begin compliance within **90 days** of this order.
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Section 3. Federal Contractors and Grant Recipients.

- (a) Any entity receiving federal contracts, subcontracts, grants, or cooperative agreements valued at **\$100,000 or more annually** shall:
- Provide a **minimum \$100 compensation** per job interview conducted with any candidate;
 - Comply with the same timeline and non-taxable status as outlined in Section 2.
- (b) Within 180 days of this order, the Office of Federal Contract Compliance Programs (OFCCP) and Department of Labor (DOL) shall establish a public reporting framework to monitor interview compensation and turnover rates among federal contractors.
- (c) Any contractor or recipient found in violation shall face ineligibility for future federal awards until full compliance is restored.
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Section 4. Small Business Support.

- (a) The Small Business Administration (SBA), in coordination with the Department of Labor, shall establish the **Interview Compensation Support Fund** to provide partial reimbursement for interview payments made by employers with **fewer than 10 employees**.



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(b) Reimbursements shall be made available within 60 days of verified claims submitted through the SBA's small business portal.

Section 5. Certification and Public Recognition.

(a) The Department of Labor shall develop a **"Fair Interview Employer" Certification Program**, awarding public recognition and preferred federal contract scoring to companies who:

- Voluntarily adopt paid interview policies,
- Maintain equitable hiring practices,
- Demonstrate low turnover rates and high employee retention.

(b) A certified registry shall be published annually to promote transparency and reward model employers.

Section 6. Legislative Directive.

The Secretary of Labor and Director of the Office of Management and Budget are hereby directed to jointly submit to Congress a proposed legislative framework for the **Fair Interview & Equitable Hiring Act (FIEHA)** within **120 days**, expanding these standards across the private sector.

Section 7. Implementation and Oversight.

(a) The Office of Personnel Management (OPM) and the Department of Labor shall issue all necessary regulations and guidance within 60 days.

(b) Each federal agency shall designate an Interview Equity Officer to oversee compliance and assist with applicant support.



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(c) This order shall take effect immediately upon signing.

Section 8. General Provisions.

(a) Nothing in this order shall be construed to impair or otherwise affect:

- (i) The authority granted by law to an executive department, agency, or the head thereof; or
- (ii) The functions of the Director of the Office of Management and Budget relating to budgetary, administrative, or legislative proposals.

(b) This order shall be implemented consistent with applicable law and subject to the availability of appropriations.

(c) If any provision of this order is held invalid, the remainder shall not be affected.

Signed,

Vincent Cordova
President of the United States