



Cordova for President

Moving Forward Together

www.vincentcordova.com | info@cordova2028.com | (350) 229-1046 | MANTECA, CA 95336

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."

Legislation Proposal

The Fair Interview & Equitable Hiring Act (FIEHA)

A BILL

A BILL

To require employers to compensate applicants for interviews, to eliminate exploitative hiring practices, and to promote fairness, transparency, and equity in workforce recruitment nationwide.

SECTION 1. SHORT TITLE. This Act may be cited as the "Fair Interview & Equitable Hiring Act" or "FIEHA."

SECTION 2. DEFINITIONS. For purposes of this Act: (a) "Interview" means any scheduled evaluation of a job applicant by an employer or its agents, including but not limited to: phone calls, video interviews, in-person meetings, panel interviews, or any pre-employment tasks or assessments. (b) "Employer" means any person or entity that employs 25 or more individuals in the United States, or receives federal contracts, grants, or subsidies. (c) "Interview Compensation" means a minimum, non-taxable payment of \$100 issued to an applicant within 5 business days of completing an interview. (d) "Small Business" means an employer with fewer than 10 employees.



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SECTION 3. INTERVIEW COMPENSATION REQUIREMENT. (a) All employers shall compensate any individual participating in an interview with no less than \$100 per interview, regardless of interview format or outcome. (b) Compensation shall be provided in monetary form, not in the form of gift cards, store credits, or promotional items. (c) Compensation under this Act shall be classified as **non-taxable income** to the recipient.

SECTION 4. TIMELINE AND VERIFICATION. (a) Employers must issue compensation within **five (5) business days** of the interview date. (b) Employers shall retain documentation of interview dates and applicant names for no less than three (3) years. (c) Applicants who do not receive timely compensation may file a complaint with the Department of Labor (DOL).

SECTION 5. EXCEPTIONS. This Act shall not apply to: (a) Internal promotions within the same company; (b) Volunteer-based internship roles at certified nonprofit organizations; (c) Government security clearance interviews for classified roles (exempted with justification).

SECTION 6. ENFORCEMENT AND PENALTIES. (a) The Department of Labor shall enforce compliance and investigate complaints. (b) Employers found in violation shall be fined **\$1,000 per unpaid interview**. (c) Repeat violators shall be published on a public registry titled the "Fair Hiring Violators List."

SECTION 7. SMALL BUSINESS SUPPORT. (a) A federal **Interview Compensation Support Fund** shall be established by the Department of Labor. (b) Employers with fewer than 10 employees may apply for **partial reimbursement** of up to 50% of their interview payments annually. (c) Claims must be submitted through the Small Business Administration portal and verified within 60 days.



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SECTION 8. REPORTING REQUIREMENTS. (a) Employers with more than 100 employees shall submit an annual Hiring Practices Report to the Department of Labor including:

- Total number of interviews conducted;
- Diversity and demographic breakdown of applicants (anonymized);
- Entry-level turnover rates by position and department. (b) The Department of Labor shall compile and publish an annual Fair Hiring Scorecard.

SECTION 9. FAIR INTERVIEW EMPLOYER CERTIFICATION. (a) The Department of Labor shall establish a voluntary certification program to publicly recognize employers who:

- Adhere to interview compensation practices;
- Maintain equitable hiring and promotion systems;
- Demonstrate low employee turnover. (b) Certified employers shall receive preference in federal procurement evaluations and grant scoring.

SECTION 10. IMPLEMENTATION AND RULEMAKING. The Secretary of Labor shall promulgate rules necessary to implement this Act within **180 days** of enactment.

SECTION 11. EFFECTIVE DATE. This Act shall take effect **180 days** after enactment.

SECTION 12. SEVERABILITY. If any provision of this Act or its application to any person or circumstance is held invalid, the remainder of the Act shall not be affected.