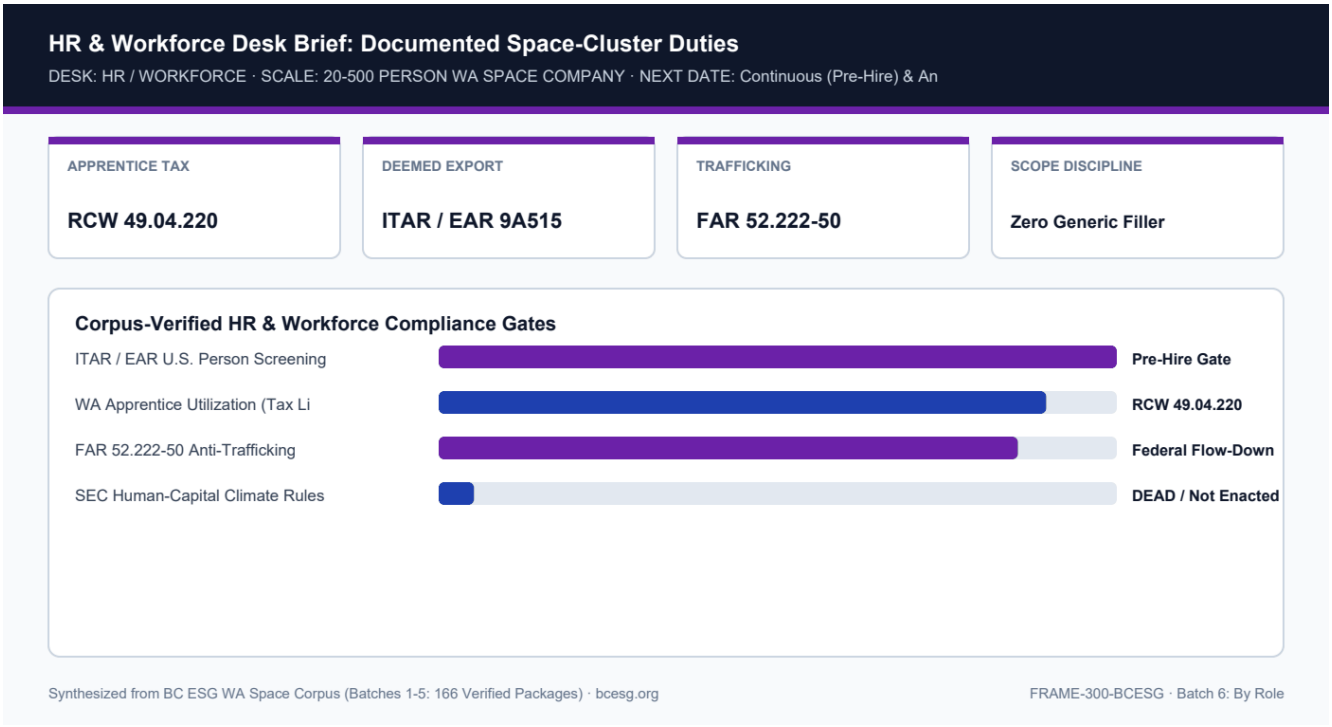
HR & Workforce Lead Desk Brief: Apprentice Rules, Deemed Exports & Trafficking Compliance

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Role: HR / Workforce | **Top Live Mandate:** RCW 49.04.220 Apprentice Gate, ITAR/EAR Badging & FAR 52.222-50 | **Dead Rule to Ignore:** SEC Climate Workforce Metrics (Abandoned) | **Next Deadline:** Continuous (Pre-Hire) & Annual WA Tax Filing

Desk Summary: Staying strictly within what the BC ESG corpus documents, three compliance obligations land on the HR/Workforce desk at a 20–500-person WA space firm: WA aerospace apprentice utilization (RCW 49.04.220), ITAR/EAR U.S. Person verification, and FAR 52.222-50 anti-trafficking.



HR Obligation	Status	Trigger / Cadence	Instrument
ITAR / EAR Deemed-Export Screening	LIVE	Pre-hire & visitor badging	22 CFR 120–130 / 15 CFR 774
WA Aerospace Apprentice Utilization	LIVE	Ongoing / Annual tax reporting (to 2040)	RCW 49.04.220 / RCW 82.04.260(11)
FAR 52.222-50 Anti-Trafficking	LIVE	Continuous (all federal subcontracts)	48 CFR 52.222-50

1. What Arrives on This Desk (Live Asks & Rules)

Per our synthesis discipline, this brief documents only what actually lands on the HR/Workforce desk from Batches 1–5—without generic HR filler. Three live statutory obligations hit HR at a 20–500-person WA space company:

(1) ITAR (22 CFR 120–130) and EAR 9A515 deemed-export screening before granting shop-floor, CAD, or PLM access; (2) WA Aerospace Tax Preference apprentice utilization under RCW 49.04.220; and (3) FAR 52.222-50 Combating Trafficking in Persons flow-downs.

2. What Is Dead or Enjoined and Can Be Ignored

Ignore SEC Climate Rule workforce/governance reporting overhead—the SEC dropped its defense on March 27, 2025 and proposed full rescission on May 29, 2026.

3. What Carries a Date (Deadlines & Instruments)

Documented HR/workforce instruments:

Corpus References & Cross-Role Links

- HR Duty: Apprentice, Deemed Export & Trafficking: https://bcesg.org/wa-space-role-hr-apprentice-deemed-export-trafficking/
- WA Aerospace Tax Preferences (LIVE): https://bcesg.org/wa-space-rule-wa-aerospace-tax-preferences-live/
- ITAR 22 CFR 120-130 (LIVE): https://bcesg.org/wa-space-rule-itar-22-cfr-120-130-live/
- FAR 52.222-50 Combating Trafficking: https://bcesg.org/wa-space-ask-far-52-222-50-combating-trafficking/