



MEET THE OFCCP COMPLIANCE TEAM

Nancy Van der Veer Holt, Partner
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FordHarrison attorneys represent federal contractors and subcontractors across the country and across industries. The breadth and depth of our experience makes FordHarrison the go-to law firm for compliance with affirmative action and nondiscrimination obligations enforced by the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP).

- Our attorneys partner with clients in a range of industries including airline, construction, defense, finance, health care, manufacturing, and technology, among others. We understand the importance of knowing our clients' business and understanding their successes and unique challenges. For this reason, we are able to develop compliance strategies that work for each individual client.
- Our OFCCP & Affirmative Action Practice Group provides end-to-end compliance assistance including preparation of annual AAPs and FAAPs, EEO-1 and Vets-4212 reports, assessment of the effectiveness of the company's outreach and recruiting efforts, analysis of employment decisions and compensation data, audit preparation, audit defense, resolution of alleged violations and litigation defense.
- FordHarrison attorneys work closely with clients to develop a deep understanding of their human resources, recruiting, and recordkeeping functions. With this broad perspective, we are able to identify potential problem areas under the protection of attorney client privilege and make corrections in advance of a compliance review.
- We know before responding to a scheduling letter where OFCCP is likely to focus its attention. We partner with our clients to address those issues in advance of a compliance review, making it more likely that OFCCP will conclude its review at the initial desk audit stage.
- Our team is up to speed on the latest regulatory and policy changes, enforcement actions and audit trends. We provide timely updates to our clients through legal alerts, webinars, and direct emails to clients most directly impacted.



PRACTICE GROUP LEADER:

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AFFIRMATIVE ACTION & OFCCP PRACTICE GROUP

DEPTH & BREADTH OF EXPERIENCE

- National coverage with 27 offices, including two affiliate offices, throughout the U.S.,
- Significant expertise and experience with OFCCP regulations, guidance, regulatory process and enforcement actions,
- Affirmative Action Plan Development Group,
- Exclusive focus on labor and employment, including litigation, class and collective actions, and government agency investigations, and
- Broad experience across multiple industries including: Airlines; Construction Design, Management & Building; Defense; Finance/Banking; Healthcare; Higher Education; Hospitality; Information Technology; Manufacturing; and Professional Services.

BEYOND AUDIT PREPARATION

- Jurisdiction and single entity assessments,
- Privileged mock compliance reviews to identify potential areas of non-compliance prior to an audit,
- Facilitation of the evaluation of selection devices, including artificial intelligence tools, for job relatedness and validation,
- Privileged compensation assessment, in conjunction with outside experts, as necessary,
- Training for recruiters, other HR professionals, and managers, covering a range of topics, including general OFCCP compliance, equal employment opportunity and affirmative action, and making the most of the internet applicant rule through properly dispositioning applicants,
- Preparation of separate facility waivers,
- Conduct adverse impact analyses, and
- Provide support for state pay data reporting and EEO-1 and Vets-4212 filings.

FORDHARRISON RESOURCES

Clients have access to a wide array of firm resources including legal alerts, newsletters, webinars and white papers. These resources cover recent court decisions, pending legislation, and regulatory updates.

SourceBook
→ BOUNDLESS

Additionally, we will provide members of your legal department with complementary online access to FordHarrison's [Boundless SourceBook](#). This resource is exclusively available to FordHarrison clients and contains over 1000 pages and 29 sections, organized into seven modules, on the full range of topics that comprise the labor and employment laws in which FordHarrison practices. The [Boundless SourceBook](#) is updated on an on-going basis to incorporate current legal developments that impact the various issues addressed and will help ensure that our clients are never caught off guard by developments in the labor and employment area.