

OFCCP Enforcement During the Trump Administration – What Federal Contractors Need to Know

Presented by:

Shafeeqa Giarratani
Office Managing Shareholder,
Austin Texas



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Agenda

- OFCCP on a roll ...
 - Directives
 - 3000 Anticipated Audits within months
 - Section 503 (and VEVRAA?) Focused Reviews
- Data Analytics is where it's "at" for compensation (and hiring)
- EEO-1s and Pay Data Collection
- Other Developments and Best Practices

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OFCCP Key Personnel and Leadership Changes

- December 2018: Craig Leen named Acting (Political) Director
- Marika Litras: Director of Enforcement -> Deputy Director
- Bob Lajeunesse, Branch Chief for Expert Analysis -> Acting Director of Enforcement
- Regional Director vacancies – Pacific (Melissa Speer (SWARM) is Acting RD; Midwest (Sam Maiden (SE) is Acting RD
- No Ombudsman yet

What Are OFCCP “Directives”?

- Provide guidance to OFCCP and contractors
- Do not
 - change laws or regulations
 - create any legally-enforceable rights or obligations
- **BUT**: directives give insight into OFCCP’s focus areas and enforcement methodology

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