



**nilan  
johnson  
lewis PA**

## **Affirmative Action Plans and OFCCP Compliance**

Nilan Johnson Lewis helps government contractors comply with OFCCP and other federal and state regulations and requirements, including assisting our clients with the creation, administration, and defense of affirmative action plans. We also have a partnership with [EEO Logic](#), a nationally-recognized expert in workforce analysis and the development of affirmative action plans. EEO Logic has assisted thousands of employers in all 50 states with their affirmative action plans, as well as compensation and other adverse impact analyses. We assist government contractors with other aspects of OFCCP compliance as well. We stay on top of the latest executive orders, monitor the OFCCP's initiatives, and support clients through OFCCP audits. In addition, we assist our clients with compensation analyses and other self-audits to proactively ensure EEO compliance.

### **Overview of our expertise**

#### **Labor and Employment**

Affirmative Action Plans and  
OFCCP Compliance

EEOC Class Investigation and  
Litigation Defense

Discrimination Defense

Trials and Arbitrations

FLSA/Wage-and-Hour Defense

Executive Agreements and  
Severance

Labor Management Relations

Leave of Absence and Disability  
Advice/Defense

Non-Compete and Trade Secret  
Litigation

Pre-Hire Testing and  
Background Check  
Advice/Defense

Preventive Employment  
Counseling

Reductions in Force

Whistleblower/False Claims Act  
Defense

Workplace Investigations

Industry Focus: Health Care

Industry Focus: Retail

Industry Focus: Tech Startups