

**John R. Annand, Senior Associate**  
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School of Law  
A.B., Duke University**BAR ADMISSIONS**District of Columbia  
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**John Annand** advises employers on major federal labor and employment laws, including those enforced by the Department of Labor's (DOL) Office of Federal Contract Compliance Programs (OFCCP), Wage and Hour Division (WHD), and Occupational Safety and Health Administration (OSHA), as well as the U.S. Equal Employment Opportunity Commission (EEOC).

John has several years of experience counseling and representing employers on matters involving affirmative action, equal employment opportunity, fair labor standards, occupational safety, diversity and inclusion, and employment selection and testing.

John provides clients with a full range of advice and counsel on workplace legal and compliance requirements, including:

- ▶ Advising and counseling clients on all workplace compliance requirements applicable to federal government contractors
- ▶ Preparing OFCCP desk audit submissions and developing strategic responses to specific follow-up requests for information
- ▶ Representing contractors during OFCCP conciliation negotiations and managing implementation of conciliation agreements
- ▶ Auditing and managing compliance with worker classification, minimum wage, and overtime requirements
- ▶ Conducting statistical disparity analyses for reductions in force, compensation, and other employment-related decisions and data
- ▶ Advising employers on designing and validating employment selection procedures, tests, and assessments
- ▶ Developing training programs for HR professionals and management personnel regarding obligations as government contractors
- ▶ Developing and implementing compliant diversity and inclusion programs

In addition to his law firm role, John also serves as Senior Counsel to the Center for Workplace Compliance (CWC), where he helps CWC members understand and meet their workplace compliance requirements. John is also a Consultant with the firm's affiliated consulting group, Employment Advisory Services, Inc.

John previously worked as an associate in the Washington, D.C. office of an international labor and employment law firm. He also served as a Presidential Management Fellow at the U.S. Department of Labor, where he held assignments in the Office of the Solicitor and at OSHA.