



**Mike Goodman, Senior Consultant**  
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**EDUCATION**

M.S., Operations Research,  
Case Western Reserve University  
B.S., Mathematics,  
Union College

**Mike Goodman** concentrates his practice on helping large employers design, develop, and monitor effective compliance and diversity metrics programs.

Mike has more than 25 years of experience as a professional and business leader focusing on quantitative business analytics and big-data segmentation, including serving as the primary conceptual architect of market-leading software for accessing and analyzing U.S. Census Bureau data on labor market diversity.

As a Senior Consultant with NT Lakis, Mike serves the firm's clients by helping them develop business-relevant compliance, diversity, and workplace risk-management programs, including:

- ▶ Researching and constructing detailed labor market availability benchmark statistics for women, minorities, persons with disabilities, and veterans
- ▶ Structuring and developing fully compliant affirmative action programs
- ▶ Providing support during all phases of the OFCCP compliance evaluation process
- ▶ Conducting rigorous self-critical analyses of employment transactions and compensation data
- ▶ Constructing defensible diversity metrics programs derived from underlying compliance data and methodology
- ▶ Preparing, testing, and filing annual EEO-1 and VETS-4212 reports

In addition to his law firm role, Mike serves as a Senior Advisor for Compliance Solutions to the Center for Workplace Compliance (CWC), where he guides CWC members on their workplace compliance, recordkeeping, and reporting requirements. Mike is also a Vice President and Principal Consultant with the firm's affiliated consulting group, Employment Advisory Services, Inc.

*Mike Goodman is not a lawyer and does not provide legal services.*