

**Matt A. D. Nusbaum, Senior Associate**
mnusbaum@ntlakis.com | 202.629.5607 **DIRECT****EDUCATION**

J.D., Fordham University
School of Law
B.S., Fordham College of Liberal
Studies, Magna Cum Laude

BAR ADMISSIONS

District of Columbia
New York

Matt Nusbaum focuses his practice on advising federal contractors regarding the nondiscrimination and affirmative action requirements enforced by the Labor Department's Office of Federal Contract Compliance Programs (OFCCP). He also advises clients on all other labor and employment law requirements uniquely applicable to federal government contractors and subcontractors.

Matt has more than 6 years of experience counseling and representing employers on matters before the OFCCP and other federal, state, and local workplace regulatory and enforcement agencies. He has a strong background in data and systems analysis, with professional experience in computer programming, applications development, database design, and data analysis. While serving for a major management-side law firm before joining NT Lakis, Matt was responsible for maintaining and analyzing data for one of the largest gender discrimination class action suits in history.

Matt 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
- ▶ Conducting federal contractor jurisdictional assessments
- ▶ Structuring, developing, and implementing fully compliant affirmative action programs
- ▶ Preparing OFCCP desk audit submissions and developing strategic responses to specific follow-up requests for information
- ▶ Preparing, advising, and representing clients during OFCCP on-site audits and negotiating with OFCCP to resolve alleged violations
- ▶ Conducting statistical disparity analyses for reductions in force and other employment-related decisions and data
- ▶ 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, Matt also serves as Senior Counsel and the Director of OFCCP Compliance Policy for the Center for Workplace Compliance (CWC), where he oversees the association's efforts to keep its members informed about all OFCCP-enforced requirements. Matt is also a Senior Consultant with the firm's affiliated consulting group, Employment Advisory Services, Inc.