

**Mickey Silberman** is the Managing Partner of Jackson Lewis LLP's Denver, Colorado office and leads the firm's Affirmative Action-OFCCP Practice Group. Mr. Silberman represents management exclusively in all areas of employment law and specializes in affirmative action and EEO compliance and diversity. He counsels employers from all industries in this area of the law and is a frequent speaker at programs throughout the country on the topic. Mr. Silberman and the AAP practice group have prepared more than 1,900 AAPs for clients in a wide range of industries and across the country. These industries include Healthcare, Financial Services, Pharmaceuticals, Information Technology, Hospitality, Manufacturing, Foodservice, and so on. In addition, during the past several years, Mr. Silberman has directed the defense of hundreds of OFCCP audits, including successful defense of many Corporate Management ("glass ceiling") Reviews. This high volume of audit defense throughout the country keeps him on the "cutting edge" of the OFCCP's rapidly evolving enforcement trends. Mr. Silberman has excellent relationships with the OFCCP's National, Regional and Local office personnel. During the past five years, he has obtained Letters of Compliance in more than 99% of the hundreds of audits he has defended. Moreover, of the past 100 audits he has defended, only a handful has resulted in on-site visits by the OFCCP.



Mr. Silberman spends much of his time counseling companies on complex, "real world" issues relating to diversity, EEO, and affirmative action compliance. He has helped many national employers develop compliance procedures relating to recruitment, applicant tracking, pre-employment testing, compensation systems, performance assessment, succession planning, etc. In addition, he frequently counsels employers on the development and implementation of diversity initiatives. He also conducts mock audits to help companies assess their compliance with EEO and affirmative action obligations.

Mr. Silberman is Legal Counsel to and serves on the Executive Committee of the National Industry Liaison Group (NILG), the umbrella group for regional and local ILGs located throughout the country. ILGs are comprised of large federal contractors that regularly meet with local, regional, and national representatives of the OFCCP and EEOC to engage in information exchange and to give corporations a "voice" with the regulatory agencies. Through his work with the NILG, Mr. Silberman frequently meets with top OFCCP and EEOC officials to discuss the agencies' regulatory initiatives and enforcement trends and present the federal contractor community's feedback on these developments.

Mr. Silberman earned his J.D. in 1994 from the St. John's University School of Law with a concentration in the study of Advanced Labor Law. Mr. Silberman graduated with honors from the City University of New York in 1991. He is a member of Bar of the State of Colorado.