



William E. Doyle Jr.

Partner

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PRACTICES

- Labor and Employment
- Affirmative Action and OFCCP Compliance
- Government Contracts

INDUSTRIES

- Defense and Government Contracting
- Energy
- Financial Services
- Healthcare
- Life Sciences
- Retail
- Technology
- Transportation

Leveraging his background as former deputy director of the Office of Federal Contract Compliance Programs (OFCCP), a role in which he managed the agency’s enforcement and policymaking activities, Bill defends clients in enforcement litigation, audits, and complaint investigations brought by the OFCCP. Bill focuses his practice on OFCCP-related compliance issues, including matters of agency jurisdiction, privileged compensation self-evaluations and adverse impact analyses, Affirmative Action Program development and implementation, and Internet Applicant requirements. He also defends systemic discrimination claims investigated or brought by the U.S. Equal Employment Opportunity Commission (EEOC). And when clients embark on workforce reduction implementation, Bill also provides assistance with federal law matters like privileged statistical risk studies and compliance with Older Workers Benefit Protection Act (OWBPA), and the Worker Adjustment and Retraining Notification Act (WARN).

Bill has more than two decades of experience assisting clients across a broad range of industries, including petrochemical, energy, consumer products, manufacturing, technology, transportation, retail, pharmaceuticals, and financial services.

Bill is an active participant in community affairs and pro bono work. He has an active federal pro bono practice helping veterans obtain U.S. Department of Veterans Affairs (VA) benefits. He served as lead counsel in *Military Order of the Purple Heart v. Sec’y of Veterans Affairs*, 580 F.3d 1293 (Fed. Cir. 2009) (invalidating VA’s “extraordinary award review,” and thereby precluding VA from annually overturning 400 benefits awards of \$25,000 or more to veterans).

EXPERIENCE

- Defended clients in literally hundreds of OFCCP compliance reviews, including corporate management compliance reviews. Clients regularly call on Bill to defend challenging audits and to resolve agency allegations of systemic discrimination through administrative litigation and/or negotiations.
- Litigated several high-profile cases with OFCCP related to agency jurisdiction and access issues.
- Litigated numerous EEOC/federal class actions for employers in the financial services, retail, technology, transportation and public utilities sectors. He has extensive experience with statistical evidence of discrimination, has taken the depositions of most of the leading statistical experts used by plaintiffs, and has prepared *Daubert* motions challenging the admissibility of statistical expert reports.

EDUCATION

- Georgetown University Law Center, JD, cum laude, 1993
- The Pennsylvania State University, BS, Economics, 1990

ADMISSIONS

- North Carolina
- District of Columbia

- Illinois
- New York
- U.S. Court of Appeals for the Federal Circuit
- U.S. Court of Appeals for the District of Columbia Circuit
- U.S. District Court for the District of Columbia

PUBLICATIONS

- Co-author, *Managing Legal Risks Related to Diversity Programs*, Presented to the American Employment Law Council, 2013
- Co-author, *The Practical Implications of Ledbetter*, Presented to the American Employment Law Council, 2007
- Co-author, *The Ninth Circuit Departs From Established Principles to Permit Broad-Based Employment Discrimination Class Actions: An Evaluation of Dukes v. Wal-Mart*, 8 Class Action Litigation Report 265 (2007)
- Author, *Implications of Smith v. City of Jackson on Equal Pay Act Claims and Sex-Based Pay Discrimination Claims Under Title VII*, 21 Labor Lawyer 183 (2005)

EVENTS

- Speaker, "OFCCP's Year in Review: 2018 Trends, Tips and Takeaways," "Recent Developments and the Year Ahead," [OFCCP Federal Contractor Webinar Series](#), January 24, 2019
- Speaker, "OFCCP's New Comp Directive: Significant Implications for Contractors Facing Audits," "Recent Developments and the Year Ahead," [OFCCP Federal Contractor Webinar Series](#), December 5, 2018
- Panelist, [Trump Administration, Federal Contractors and OFCCP – Where Are We?](#), McGuireWoods LLP Webinar, September 14, 2017

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