

Stephanie A. Wolters

EMPLOYMENT ADVICE & INVESTIGATIONS COMPLIANCE
ANALYST

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Stephanie Wolters uses her depth of knowledge in the affirmative action field to help clients find a solution. She offers a broad range of EEO and Affirmative Action compliance services with an emphasis on affirmative action plan development, employee selection process, diversity, pay equity and reduction in force statistical analyses, and EEO-1 and VETS-4212 reporting.

Stephanie is a problem-solver who draws on almost 30 years of experience working with clients to meet their unique needs.

Education

- William Jewell College (B.S.)
 - Business Management
- William Jewell College (Paralegal Certificate)

Capabilities

- Labor & Employment
- OFCCP & Affirmative Action Plans

Matters

- Prepared more than 600 defensible Affirmative Action plans for almost 30 years.
- Trained numerous clients on best practices for applicant tracking and implementation of defensible disposition codes.
- Worked with new federal contractors on how to comply with OFCCP obligations.
- Created, restructured and revised job group and census code assignments to eliminate goals and limit liability.
- Helped client minimize liability in an OFCCP audit by reducing class finding with back pay in excess of \$1,000,000 to a recordkeeping violation with no monetary penalty.
- Assisted numerous clients with obtaining no violation letters from the OFCCP in audits.
- Assisted clients with statistical analyses during OFCCP audits resulting in reduction of damages.

- Conduct Diversity Analyses
- Conduct Pay Equity Analyses