

## Carroll T. Wright

Associate

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### Focus Areas

Affirmative Action/OFCCP Compliance  
Contractors, Staffing and Contingent Workers  
Discrimination and Harassment  
Hiring, Performance Management and Termination  
Wage and Hour

### Overview

Carroll T. Wright advises employers in a broad range of employment law matters under federal, state, and local law. She counsels employers with a particular focus on:

- Federal contractor compliance with Executive Order 11246, Section 503, and Vietnam Era Veterans Readjustment Assistance Act (VEVRAA) rules and regulations, including the implementation and maintenance of effective affirmative action programs
- Independent contractor classification and analysis
- Exemptions and requirements under the Fair Labor Standards Act and other wage and hour laws
- Discrimination, harassment, and retaliation on the basis of sex, race, national origin, religion, age, military status, mental and physical disability, genetic characteristics and information, and protected activity
- Personnel policies, procedures and agreements
- Management of employee problems from pre-hire through termination

She represents government contractors in audits before the Office of Federal Contract Compliance Programs (OFCCP) and similar state and local agencies, as well as, employers in misclassification litigation and audits before federal and state courts and administrative agencies.

Prior to joining Littler, she worked at a highly regarded regional general practice firm, where she maintained a labor and employment law practice.

## Professional and Community Affiliations

- Member, Minnesota Women Lawyers
- Member, Minnesota State Bar Association
- Member, American Bar Association
- Member, Hennepin County Bar Association

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2023-2025

## Education

J.D., Washington University School of Law, 2017, *cum laude*

B.A., DePauw University, 2013, *summa cum laude*, *Phi Beta Kappa*

## Bar Admissions

Minnesota

## Courts

U.S. District Court, District of Minnesota

## Publications & Press

### **OFCCP Reinstates the Federal Government Construction Contractor and Subcontractor Monthly Employment Utilization Reports**

*Littler ASAP*

November 26, 2024

### **OFCCP Identifies 2,000 Compliance Evaluations for Supply & Service Contractors and Subcontractors**

*Littler ASAP*

November 21, 2024

### **New OFCCP Construction Scheduling Letter and Itemized Listing**

*Littler Insight*

October 4, 2024

**OFCCP Identifies 500 Compliance Evaluations for Supply & Service Contractors**

*Littler ASAP*

June 7, 2024

**OMB Announces New Agency Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity**

*Littler ASAP*

April 1, 2024

**2024 OFCCP Certification Cycle Announced**

*Littler ASAP*

March 26, 2024

**OFCCP Identifies 250 Federal and Federally Assisted Construction Contractors for Compliance Reviews**

*Littler ASAP*

June 6, 2023

**Employers Have Until July 25, 2023 to Implement New OFCCP Disability Self-Identification Form**

*Littler ASAP*

April 26, 2023

**OFCCP Announces a New Certification Cycle**

*Littler ASAP*

March 24, 2023

**Minnesota Prohibits Discrimination Based on Hairstyles**

*SHRM Online*

February 15, 2023

**Minnesota Enacts the CROWN Act Prohibiting Discrimination Based on Natural Hair**

*Littler ASAP*

February 9, 2023

**OFCCP Identifies 500 Compliance Evaluations for Supply & Service Contractors**

*Littler ASAP*

January 23, 2023

**Minnesota Expected to Pass CROWN Act Prohibiting Discrimination Based on Natural Hair**

*Littler ASAP*

January 17, 2023

**New AI Training Requirement for Certain Federal Government Employees**

*Littler ASAP*

November 14, 2022

**New Guidance on Contractor Vaccine Mandate Anticipated Soon**

*Littler ASAP*

October 18, 2022

**OFCCP Revises Compensation Analysis Directive But Leaves Questions About Documentation Created Under Attorney-Client Privilege**

*Littler Insight*

August 19, 2022

**Federal Contractor and Subcontractor Vaccine Mandate Enjoined Nationwide**

*Littler ASAP*

December 7, 2021

**Federal Contractor and Subcontractor Vaccine Mandate Temporarily Enjoined in Kentucky, Ohio, and Tennessee**

*Littler Insight*

December 1, 2021

**The Safer Federal Workforce Task Force Publishes Additional Federal Contractor and Subcontractor Guidance**

*Littler Insight*

November 3, 2021

**Guide to Federal Contractor Obligations under Recent COVID-19 Executive Orders**

*Littler Insight*

September 30, 2021

**The Safer Federal Workforce Task Force Publishes its Federal Contractor and Subcontractor Guidance**

*Littler Insight*

September 24, 2021

**OFCCP Reverses Course, Will Use EEO-1 Pay Data for Investigation, Enforcement**

*Littler ASAP*

September 1, 2021

**DOL Releases Proposed Rule on Increasing the Minimum Wage for Federal Contractors**

*Littler Insight*

July 23, 2021

## Speaking Engagements

**2024 Midwest Regional Employer Conference**

Minneapolis, MN

November 14, 2024