

February 8, 2018

FORMER BOARD CHAIRMAN ROBERT J. O'HARA JOINS CWC EXECUTIVE TEAM



CWC is very pleased to announce that former Board Chairman Robert J. O'Hara has joined the association's executive team as Senior Vice President of Member Engagement and Assistant General Counsel.

Bob will lead CWC's membership engagement efforts and serve as a key member of CWC's Office of the General Counsel, preparing memos and comment letters, handling

MemberAssist inquiries on the full range of labor and employment compliance requirements in the association's portfolio, advising members on their workplace compliance and diversity and inclusion programs, and facilitating CWC's expanding array of education and training courses.

Bob is well-known as a practical problem solver in the fields of labor and employment law. He has been recognized by the U.S. Department of Labor (DOL), the U.S. Equal Employment Opportunity Commission (EEOC), and other federal workplace regulators as a leading advocate for sensible workplace regulation and effective compliance programs.

Prior to joining CWC, Bob served as the head of employment law and human resources compliance for a 200,000-employee Fortune 50 employer with operations in more than 75 countries. In this role, Bob successfully defended more than 350 compliance evaluations and investigations by DOL's Office of Federal Contract Compliance Programs (OFCCP) and Wage and Hour Division, managed a litigation portfolio across five diverse business units, and served as the lead investigator on hundreds of sensitive investigations across the globe.

Bob is a seasoned trial lawyer (jury and bench) in employment discrimination and commercial law matters and has extensive experience in international employment

issues, particularly in Asia, Europe, and the Middle East. He is also a prolific speaker with the American Bar Association and the American Employment Law Council and conducts workplace training programs on behalf of the Practicing Law Institute (PLI).

In addition to his association role, Bob will serve as Senior Managing Counsel with the Washington, D.C. law firm of NT Lakis, LLP, and as General Counsel and Senior Vice President of Client Services for Employment Advisory Services, Inc., the law firm's affiliated consulting company. In these capacities, Bob will advise employers on all aspects of labor and employment law, human resources risk management, diversity and inclusion, and workplace compliance, particularly in matters involving sensitive investigations, executive terminations, and government audits.

Prior to becoming an attorney, Bob spent 13 years at the National Security Agency (NSA) in a number of roles, including more than two years as the chief intelligence analyst in the White House for the National Security Council, at the Pentagon supporting the Secretary of Defense and Chairman of the Joint Chiefs of Staff, and at the U.S. Treasury Department's Office of Legal Counsel.

"We are thrilled to welcome Bob to our team. He's an internationally recognized authority on labor and employment law, and he has unparalleled experience navigating the complex workplace compliance requirements and risks facing employers both in the United States and abroad," CWC President Joe Lakis said. "His extensive experience - and his deep familiarity with the needs of our members - will allow us to better serve all our member employers and will immediately enhance the value of CWC membership."

Bob earned a B.A. in History and English from Walsh University, an M.S. in Strategic Intelligence from the Defense Intelligence College, and a J.D. from the Georgetown University Law Center. He is admitted to practice law in the State of Connecticut, and his application for membership to the District of Columbia Bar is pending.