

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