Michael Best Hires Senior Director of Affirmative Action Plans & Contractor Compliance

Michael Best & Friedrich LLP has added **Maryelena Zaccardelli** to its Washington, D.C., office as the firm's Senior Director of Affirmative Action Plans & Contractor Compliance.

In a release, the firm said Zaccardelli will play a pivotal role in working with government contractor clients to provide affirmative action programs (AAPs) and compliance strategies that are carefully tailored to each client's industry and corporate culture.

"Maryelena's arrival to the firm provides us a great step forward in the constantly shifting arena of labor and employment regulations and law," said David Krutz, Michael Best's Managing Partner. "Whether it is her deep experience in developing affirmative action plans, implementing compliance programs, or guiding employers through Department of Labor compliance reviews, she will be a key addition to our firm." The addition of Zaccardelli to Michael Best's team of affirmative action lawyers and professionals further increases the firm's expertise and ability to assist government contractor clients with the full spectrum of affirmative action compliance, from AAP preparation to challenging audit findings in the administrative process, in a cost effective and efficient manner.

In the release, the firm said, "A lawyer by trade, Zaccardelli has worked 17 years as an employment attorney to her work as an affirmative action consultant. Throughout her career, she

has assisted clients with developing solutions to employee relations issues that achieve both business and legal goals. Most recently, she has concentrated on designing and preparing annual affirmative action programs to comply with the mandates under Executive Order 11246, the Rehabilitation Act, and the Vietnam Era Veterans Readjustment Assistance Act. Additionally, Zaccardelli has worked with clients to simplify and devise practical solutions to sophisticated legal issues, including AAP design, applicant tracking programs, and compensation analysis."

Prior to joining Michael Best, Zaccardelli began her career clerking in the U.S. District Court of Maine and subsequently worked as an associate/counsel in the employment and labor group of a large Washington, D.C., law firm. In 2008, she founded MEZ Consulting, LLC, where she advised clients on effective design and implementation of affirmative action programs, developed tailored training programs for employees, managers, and executives, and worked with clients to complete OFCCP compliance reviews and the reporting requirements under OFCCP Conciliation Agreements. She also worked with internal and external legal counsel, HR professionals, managers/executives, labor economists, and statisticians on affirmative action issues.

"I'm thrilled to be joining Michael Best in this unique role," Zaccardelli said. "It is vital to government contractors to have robust AAPs and sophisticated strategies for compliance reviews, and I am confident that I can be of great service to the firm and our clients in these endeavors."

Zaccardelli received her J.D., cum laude, from the University of Michigan Law School, where she served as note editor in the Michigan Law Review. She also earned her B.S., High Distinction, from Indiana University Bloomington.

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