Standard Form 50 Rev. 7/91 U.S. Office of Personnel Management FPM Supp. 296–33 Sulich 4

FPM Supp. 296-33, Sub	ch. 4																
1. Name (Last, First,	<i>'</i>					2. Social Security Number 3. Date of Birth						4. Effective Date					
SONDERLING, F						01/20/2025											
FIRST ACTIO						SECOND ACTION											
5-A. Code 146	5-B. Nature of Action SES NONCAREER	APPT				6-A. Coo	le	6-B. Nature of Action									
5-C. Code V4L	5-D. Legal Authority 5 USC 3394(A)					6-C. Code 6-D. Legal Authority											
5-E. Code AWM	5-F. Legal Authority OPM FORM 1652					6-E. Code 6-F. Legal Authority											
7. FROM: Position Title and Number							15. TO: Position Title and Number SENIOR ADVISOR 66895170 ES2502										
8. Pay Plan 9. Occ. Cod	2. Total Salary 13. Pay Basis			16. Pay Plan 17. Occ. Cod ES 0301			ode 18. Grade or Level 19.Step or Ra			ate 20. Total Salary/Award 21. Pay Basis PA							
12A. Basic Pay	12B. Locality Adj. 12	2C. Adj. Bas	sic Pay	12D. Othe	er Pay	20A. Basic	Pay		20B. Locali	ty Adj.	20C. Adj.	. Basic Pay	20D. Other	Pay			
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27. FEGLI							8. Annuitant Indicator 9 NOT APPLICABLE						29. Pay Rate Determinant 0 NOT APPLICABLE				
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34. Position Occupio			35. FLSA Ca	ategory		36. Appr	opriation Cod	de				37. Bargair	ning Unit Sta	itus			
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DLAM	1193 01/13/2025 PERSONNEL OFFICER																

Standard Form 50 Rev. 7/91 U.S. Office of Personnel Management FPM Supp. 296–33 Subch 4

FPM Supp. 296–33, Sub	ch. 4															
1. Name (Last, First, Middle)							2. Social Security Number				th	4. Effective Date 02/23/2025				
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5-C. Code V4L	5-D. Legal Authority 5 USC 3394(A) NON	ICAR				6-C. Code 6-D. Legal Authority										
5-E. Code AWM	5-F. Legal Authority OPM FORM 1652					6-E. Code 6-F. Legal Authority										
7. FROM: Position Title and Number							15. TO: Position Title and Number									
							SENIOR ADVISOR 66895170 ES2502									
8. Pay Plan 9. Occ. Code 10. Grade or Level 11. Step or Rate 12. Total Salary 13. Pay Ba						16. Pay Pla ES	·			19.Step or Rate 20. Total Salary/Award 21. Pay Basis 195,200.00 PA						
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46. Employing Depar DEPARTMENT						50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY:										
47. Agency Code	48. Personnel Office ID	40	Approval Date			ANIA BU										
DLAM	1193		/06/2025	•		PERSONNEL OFFICER										

Standard Form 50 Rev. 7/91 U.S. Office of Personnel Management FPM Supp. 296–33 Subch 4

FPM Supp. 296-33, Sub	ch. 4															
1. Name (Last, First, Middle)							al Securit	y Number	3. Dat	e of Birt	h	4. Effectiv				
SONDERLING, KEITH E FIRST ACTION												03/23/	2025			
						SECOND ACTION 6-A. Code 6-B. Nature of Action										
5-A. Code 570	5-B. Nature of Action CONV TO EXC APP	Т				6-A. Cod	le	6-В.	о-в. Nature of Action							
5-C. Code ZNM	5-D. Legal Authority PRES/SEN APPT LA	W EO				6-C. Code 6-D. Legal Authority										
5-E. Code	5-F. Legal Authority					6-E. Code 6-F. Legal Authority										
7. FROM: Position Title and Number SENIOR ADVISOR 66895170 ES2502							15. TO: Position Title and Number DEPUTY SECRETARY OF LABOR 65834327 EX0018									
8. Pay Plan 9. Occ. Cod ES 0301	e 10. Grade or Level 11. Step		. Total Salary 195,200.00		. Pay Basis PA	16. Pay Pla		Occ. Code	18. Grade (or Level 1	19.Step or Rat	e 20. Total Sa 183,100		21. Pay Basis PA		
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27. FEGLI						28. Annuitant Indicator 9 NOT APPLICABLE							te Determin BELOW T	ant HE MINIMUM F		
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46. Employing Department						50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY:										
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Standard Form 50 Rev. 7/91 U.S. Office of Personnel Management FPM Supp. 296–33 Subch. 4

FPM Supp. 296-33, Sub-	ch. 4															
1. Name (Last, First, Middle) SONDERLING, KEITH E							2. Social Security Number 3. Date of Birth 4. Effective Date 03/23/2025									
FIRST ACTIO						SECOND ACTION										
5-A. Code 570	5-B. Nature of Action CONV TO EXC APPT					6-A. Code 6-B. Nature of Action										
5-C. Code ZNM	5-D. Legal Authority PRES/SEN APPT LAV	V EO				6-C. Code 6-D. Legal Authority										
5-E. Code	5-F. Legal Authority					6-E. Cod	6-E. Code 6-F. Legal Authority									
7. FROM: Position Title and Number SENIOR ADVISOR 66895170 ES2502						15. TO: Position Title and Number DEPUTY SECRETARY OF LABOR 65834327 EX0018										
8. Pay Plan 9. Occ. Cod ES 0301	e 10. Grade or Level 11. Step o		2. Total Salary 195,200.00		. Pay Basis	16. Pay Pl	an 17. Occ.		18. Grade or 1 02	Level 19	O.Step or Rate	20. Total S	-	21. Pay Basis PA		
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The state of the s						TANIA BURKLEY PERSONNEL OFFICER										

KEITH E. SONDERLING



PROFESSIONAL EXPERIENCE

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

The EEOC is the federal agency responsible for enforcing laws that prohibit discrimination in the workplace, including Title VII of the Civil Rights Act; the Americans with Disabilities Act; the Age Discrimination in Employment Act; the Equal Pay Act; the Pregnancy Discrimination Act; the Pregnant Workers Fairness Act, and the Genetic Information Nondiscrimination Act. The EEOC has over 2700 employees in 53 offices across the country and a budget of \$465mm.

Commissioner Vice-Chair 2020 – 2024 2020-2021

Nominated by the President of the United States and confirmed by the United States Senate with a bipartisan vote

Leadership Accomplishments

- Regulated human resources, responsible for managing nationwide administration, compliance, and enforcement of workplace laws and issues such as DEI, #metoo, pay, accommodations, and equal employment opportunities
- Blueprint and authorized the issuance of over 15 federal regulations and 20 nationwide guidance documents
- Sanctioned over 400 federal lawsuits, 130 amicus briefs, and 25 subpoenas on behalf of the agency
- Increased transparency and drove accountability by revising public access to Commission data and resources
- Develop legal framework, draft, and reach consensus on Opinion Letters, Regulations, and Guidance Documents on all matters related to equal employment opportunities and workforce compliance
- Reformed the Commission's conciliation procedures by enacting a regulation requiring greater disclosure of the results of the agency's investigations into allegations of workplace discrimination
- Assist with COVID-19 pandemic efforts addressing a range of questions arising under the statutes enforced by the EEOC, including vaccine mandates, return to work, long covid, and workplace accommodations
- Represent the EEOC's interests before the media, Congress, the White House, and state and foreign governments
- Accountable for all aspects of the Commission's operations, including administration, budgeting, contracting (all
 purchases over \$25,000), implementation of policies, and oversight of enforcement activities

Policy Accomplishments

- Spearheaded enforcement, legal parameters, and best practices for using Artificial Intelligence in the workplace, workplace technologies, and correlating corporate technology governance practices
- Advise local, state, and foreign governments and intergovernmental/NGOs on workplace laws and AI governance initiatives, including EU, UK, Singapore, India, United Nations, UNESCO, OECD, WEF, among others
- Engage with investors, developers, and users on the lawful and ethical deployment of workplace technologies
- Featured speaker on artificial intelligence, workplace technologies, and HR at over 300 events in over 20 countries
- Authored numerous academic articles and opinion pieces on the intersection of AI and employment law
- · Led the first-ever legal webinar on AI and the workplace, the most attended in EEOC history
- Regulatory efforts and approach to governance highlighted in the Wall Street Journal, NY Times, Bloomberg, Politico, Forbes, Fast Company, NBC, MIT Technology Review, Law360, The Hill, Harvard Business School, OECD, WEF, MorningBrew, ComputerWorld, SHRM, HR Executive, and numerous other publications



U.S. DEPARTMENT OF LABOR, WAGE AND HOUR DIVISION

The Wage and Hour Division (WHD) is the federal agency responsible for enforcing workplace laws to achieve compliance with labor standards and enhance the welfare of the nation's workforce. WHD enforces the Fair Labor Standards Act, the Family Medical Leave Act, the Davis Bacon Act, the Service Contract Act, and the labor standards of the Immigration and Nationality Act, Child Labor Laws, and the United States Canada Mexico Agreement. WHD has over 1300 employees in 100 offices across the country and a budget of \$245mm.

Deputy Administrator and Acting Administrator 2017 – 2020 2019

Leadership Accomplishments

- Served as the highest-ranking official leading a nationwide enforcement agency
- Responsible for managing nationwide administration, compliance, and enforcement, impacting 10 million employers and 145 million workers
- Spearheaded technology-related investments to update legacy case management systems
- Improved agency productivity by reforming investigator performance metrics
- Established the agency's first dedicated data division, the Enterprise Data & Analytics Office
- Created the first self-auditing program, collecting \$7 million in lost wages for 11,000 workers during pilot
- Supervised all career Assistant Administrators and Deputies both at headquarters and nationwide offices
- Represented the agency before the House Oversight and Government Reform, House Education and Workforce Committee, and the Senate Health Education Labor and Pension Committee
- Managed the organization's public affairs and interactions with media and other local, state, and federal entities
- Coordinated with federal and state agencies to conduct joint outreach, work cooperatively in enforcement, and pursue specific initiatives (for example, combating human trafficking and child labor)
- Built consensus on labor issues with businesses, trade associations, advocacy groups, and unions

Enforcement and Policy Accomplishments

- Doubled output of regulatory and de-regulatory actions relative to the historical average
- Achieved back-to-back all-time record recoveries for workers FY18 (\$304 million)/FY19 (\$322 million)
- Achieved back-to-back all-time record number of educational events in FY18 (3,600)/FY19 (3,800)
- Developed and oversaw legal framework, drafting, publication, and implementation of proposals and final rules for:
 Overtime, Joint Employer, Regular Rate of Pay, Tip Credit, Fluctuating Workweek, Retail Service Exemption,
 USMCA implementation, H-2AVisa Wage Modernization, and Executive Orders related to government contracts
- Reinstituted and established formal process for requesting and issuing binding agency Opinion Letters
- Drafted and issued Administrator Opinion Letters, Field Assistance Bulletins, and Fact Sheets
- Authored first-ever Opinion Letter on the "gig economy" concluding workers status as independent contractors
- Revised, modernized, and digitized the official FMLA forms for nationwide use
- Authored Memorandum modernizing employer's H-1B posting requirements

GUNSTER, YOAKLEY, & STEWART, PA (GUNSTER LAW FIRM)

Gunster is one of Florida's oldest and largest full-service commercial law firms, with 300 attorneys in 15 offices throughout Florida.

Shareholder 2015-2017

Associate Attorney 2008-2015

Labor and Employment Litigation and Consulting

• Defend employers in state and federal court relating to all labor and employment laws.



- Litigate employment-related contractual claims such as director and officer liability, employment agreements, executive compensation, non-compete, non-solicit, employee theft, trade secrets, whistleblower claims, and employer based-wrongful death defense
- Defended employers in federal and state investigations
- Counseled CEOs, General Counsels, and CHROs on day-to-day compliance with all employment laws, including antidiscrimination, employment contracts, compensation, handbooks, policies and procedures, non-compete agreements, trade secrets, employee classifications, reductions in workforce, and business immigration
- Conducted employment audits during mergers, sales, and acquisitions and helped resolve compliance issues
- Provided daily outside general counsel services directly to leadership in various industries
- Advised multinational employers on global employment matters, laws, and cross-border employment
- Supervised various legal, accounting, and consulting firms in multiple domestic and foreign jurisdictions for clients
- Litigated multiple securities fraud matters related to the EB5 visa program with the SEC, USCIS, and the FBI
- Significant experience with US-based fundraising throughout Asia

Firm Leadership

- Appointed shareholder responsible for ensuring firm revenue collection
- Coordinated with all firm attorneys and clients for timely client billing and collections
- Consulted with CFO to ensure utilization and realization rates were in accordance with firm protocols
- Managed staff responsible for billing, collection, utilization, realization, and payment processing

ACADEMIC EXPERIENCE

The George Washington University Law School

Professorial Lecturer in Law (Adjunct Professor) 2022 – present

• Taught full three-credit Employment Discrimination Law course in 2022; 3L two-credit paper advisor/grader

Guest Lecturer on Artificial Intelligence Governance and Employment Law 2021 – present

• Lecture on artificial intelligence governance to students and professors: New York University, Duke, UNC-Chapel Hill, Stanford University, Washington University St. Louis, Georgetown University, Columbia University, Brown, University of Florida, Florida State University, Fordham University, Holy Cross, University of Georgia, University of Miami, University of Missouri, Howard University, University of South Carolina, National University of Singapore, Manipal University Bangalore, and ETH Zurich

RECENT PUBLICATIONS

Full list of articles, podcast appearances (60), and speaking engagements (300+) available upon request

Academic Articles:

- A New Approach to Artificial Intelligence In HR Functions: Model Risk Management Seton Hall Law (2024)
- Filling the Void: Artificial Intelligence And Private Initiatives University of North Carolina Law (2023)
- The Promise and The Peril: Artificial Intelligence and Employment Discrimination University of Miami Law (2022)
- The Sword and the Shield: The Benefits of Opinion Letters by Labor Agencies, University of Missouri Law (2022)
- People Analytics Can Prevent Algorithmic Bias, International Association of Human Resource Management (2021)

Opinion Editorials:

- Chicago Tribune: Do Robots Care About Your Civil Rights?
- Atlanta Journal-Constitution: Facing Down Job Discrimination Against Vets
- The San Diego Union-Tribune: Want to Thank Veterans For Their Service? Hire Them
- The World Economic Forum: Is Artificial Intelligence Ready For The Great Rehiring?
- HR Dive: No bots need apply: Microtargeting employment ads in the age of AI
- Wall Street Journal: An Administrative Power At The EEOC



OTHER LEADERSHIP AND COMMUNITY EXPERIENCE

Florida Judicial Nominating Commission for the District Court of Appeal

Chair and Member

2012 - 2020

- Appointed and re-appointed by the Governor of Florida to investigate, evaluate, and recommend applicants for judicial appellate court vacancies in South Florida
- Elected each year as Chair by fellow members under two Gubernatorial Administrations (Scott and DeSanits)
- As Chair, managed the entire process, including background vetting, interviews, and reaching consensus on nominees, and provided the Governor with ultimate recommendations for judicial appointments

MorseLife Health System

Board Member

2015 - 2017

• Selected by the Chairman of the Board to further MorseLife's vision as a nationally recognized provider of health care, housing, and support services for seniors

Boca Raton Chamber of Commerce

Board Member

2016 - 2017

Appointed to promote and sustain economic growth and prosperity in Southern Palm Beach County

Leadership Florida

Board of Governors

2014 - 2017

 Served in various board roles to enhance Leadership Florida's mission to provide a statewide community of leaders to build a better Florida

City of Delray Beach Civil Service Board

Board Member

2012 - 2015

• Appointed by the City Commission to be an officer on a three-person appeals board of disciplinary appeals from city employees

EDUCATION

University of Florida, B.S., Journalism,

- Florida Blue Key and Florida Cicerones
- Received numerous awards for excellence in broadcast journalism, including an Emmy Award

Nova Southeastern University, J.D.,

- Law Review, Notes and Comments Editor
- Dean's Merit Scholarship (Full Scholarship)

BAR ADMISSIONS

• Florida, New York, Texas, the District of Columbia

