

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) SONDERLING, KEITH E						2. Social Security Number [REDACTED]		3. Date of Birth [REDACTED]		4. Effective Date 01/20/2025					
FIRST ACTION						SECOND ACTION									
5-A. Code 146		5-B. Nature of Action SES NONCAREER APPT				6-A. Code		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. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan ES	17. Occ. Code 0301	18. Grade or Level 00	19. Step or Rate 00	20. Total Salary/Award 195,200.00		21. Pay Basis PA
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 195,200.00		20B. Locality Adj. .00		20C. Adj. Basic Pay 195,200.00		20D. Other Pay .00	
14. Name and Location of Position's Organization						22. Name and Location of Position's Organization OFFICE OF THE ASSISTANT FOR ADMINISTRATION OFFICE OF THE ASSISTANT SECRETARY DL SM0100000000000000 PP 01 2025									
EMPLOYEE DATA															
23. Veterans Preference 1 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%						24. Tenure 0 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF YES X NO				
27. FEGLI [REDACTED]						28. Annuitant Indicator 9 NOT APPLICABLE			29. Pay Rate Determinant 0 NOT APPLICABLE						
30. Retirement Plan KF FERS (FRAE)				31. Service Comp. Date (Leave) 09/10/2021		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period						
POSITION DATA															
34. Position Occupied 3 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code			37. Bargaining Unit Status 8888						
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC											
40. Agency Data		41.		42.		43.		44.							
45. Remarks SERVES AT THE PLEASURE OF THE SECRETARY. THIS POSITION IS OUTSIDE THE BARGAINING UNIT. VETERAN PREFERENCE IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE. APPOINTMENT AFFIDAVIT EXECUTED 1/20/2024 FROZEN SERVICE: 00YRS. 00MOS. CREDITABLE MILITARY SERVICE: 00YRS. 00MOS. PREVIOUS RETIREMENT COVERAGE: PREVIOUSLY COVERED EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS-FRAE. TENURE AS USED FOR 5 USC 3502 IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE.															
46. Employing Department or Agency DEPARTMENT OF LABOR						50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY:									
47. Agency Code DLAM		48. Personnel Office ID 1193		49. Approval Date 01/13/2025		TANIA BURKLEY PERSONNEL OFFICER									

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) SONDERLING, KEITH E					2. Social Security Number [REDACTED]		3. Date of Birth [REDACTED]		4. Effective Date 02/23/2025						
FIRST ACTION					SECOND ACTION										
5-A. Code 546		5-B. Nature of Action CONV TO SES NONCAREER APPT			6-A. Code		6-B. Nature of Action								
5-C. Code V4L		5-D. Legal Authority 5 USC 3394(A) NONCAR			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 Basis	16. Pay Plan ES	17. Occ. Code 0301	18. Grade or Level 00	19. Step or Rate 00	20. Total Salary/Award 195,200.00	21. Pay Basis PA				
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 195,200.00		20B. Locality Adj. .00		20C. Adj. Basic Pay 195,200.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization OFFICE OF THE ASSISTANT FOR ADMINISTRATION OFFICE OF THE ASSISTANT SECRETARY DL SM0100000000000000 PP 04 2025										
EMPLOYEE DATA															
23. Veterans Preference 1 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%					24. Tenure 0 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF <input type="checkbox"/> YES <input checked="" type="checkbox"/> X NO					
27. FEGLI [REDACTED]					28. Annuitant Indicator 9 NOT APPLICABLE				29. Pay Rate Determinant 0 NOT APPLICABLE						
30. Retirement Plan KF FERS (FRAE)				31. Service Comp. Date (Leave) 01/31/2018		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period						
POSITION DATA															
34. Position Occupied 3 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code			37. Bargaining Unit Status 8888						
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC											
40. Agency Data		41.		42.		43.		44.							
45. Remarks SERVES AT THE PLEASURE OF THE SECRETARY. THIS POSITION IS OUTSIDE THE BARGAINING UNIT. VETERAN PREFERENCE IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE. TENURE AS USED FOR 5 USC 3502 IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE.															
46. Employing Department or Agency DEPARTMENT OF LABOR					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY:										
47. Agency Code DLAM		48. Personnel Office ID 1193		49. Approval Date 03/06/2025		TANIA BURKLEY PERSONNEL OFFICER									

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) SONDERLING, KEITH E						2. Social Security Number [REDACTED]		3. Date of Birth [REDACTED]		4. Effective Date 03/23/2025	
FIRST ACTION						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 LAW 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 ES		9. Occ. Code 0301		10. Grade or Level 00		11. Step or Rate		12. Total Salary 195,200.00		13. Pay Basis PA	
16. Pay Plan EX		17. Occ. Code 0340		18. Grade or Level 02		19. Step or Rate 00		20. Total Salary/Award 183,100.00		21. Pay Basis PA	
12A. Basic Pay 195,200.00		12B. Locality Adj. .00		12C. Adj. Basic Pay 195,200.00		12D. Other Pay .00		20A. Basic Pay 183,100.00		20B. Locality Adj. .00	
20C. Adj. Basic Pay 183,100.00		20D. Other Pay .00									
14. Name and Location of Position's Organization OFFICE OF THE ASSISTANT FOR ADMINISTRATION OFFICE OF THE ASSISTANT SECRETARY						22. Name and Location of Position's Organization OFFICE OF THE SECRETARY OFFICE OF THE DEPUTY SECRETARY					
						DL SO0200000000000000 PP 06 2025					
EMPLOYEE DATA											
23. Veterans Preference 1 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%						24. Tenure 0 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite		25. Agency Use		26. Veterans Preference for RIF X YES NO	
27. FEGLI [REDACTED]						28. Annuitant Indicator 9 NOT APPLICABLE				29. Pay Rate Determinant T BELOW THE MINIMUM PAY PERIOD	
30. Retirement Plan KF FERS (FRAE)				31. Service Comp. Date (Leave) 01/31/2018		32. Work Schedule F FULL TIME				33. Part-Time Hours Per Biweekly Pay Period	
POSITION DATA											
34. Position Occupied 2 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888	
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC							
40. Agency Data		41.		42.		43.		44.			
45. Remarks SERVES AT THE PLEASURE OF THE PRESIDENT. POSITION COVERED UNDER THE ETHICS IN GOVERNMENT ACT-FINANCIAL DISCLOSURE TO BE REQUESTED. INELIGIBLE FOR ANNUAL LEAVE ACCRUALS.											
46. Employing Department or Agency DEPARTMENT OF LABOR						50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY:					
47. Agency Code DLAA		48. Personnel Office ID 1193		49. Approval Date 03/22/2025		TANIA BURKLEY PERSONNEL OFFICER					

NOTIFICATION OF PERSONNEL ACTION

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5-C. Code ZNM		5-D. Legal Authority PRES/SEN APPT LAW EO				6-C. Code		6-D. Legal Authority															
5-E. Code		5-F. Legal Authority				6-E. Code		6-F. Legal Authority															
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12A. Basic Pay 195,200.00		12B. Locality Adj. .00		12C. Adj. Basic Pay 195,200.00		12D. Other Pay .00		20A. Basic Pay 183,100.00		20B. Locality Adj. .00		20C. Adj. Basic Pay 183,100.00		20D. Other Pay .00									
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23. Veterans Preference 1 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%						24. Tenure 0 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite				25. Agency Use		26. Veterans Preference for RIF YES X NO											
27. FEGLI [REDACTED]						28. Annuitant Indicator 9 NOT APPLICABLE				29. Pay Rate Determinant T BELOW THE MINIMUM PAY RATE													
30. Retirement Plan KF FERS (FRAE)				31. Service Comp. Date (Leave) 01/31/2018		32. Work Schedule F FULL TIME				33. Part-Time Hours Per Biweekly Pay Period													
POSITION DATA																							
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888													
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC																			
40. Agency Data		41.		42.		43.		44.															
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46. Employing Department or Agency DEPARTMENT OF LABOR						45. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: TANIA BURKLEY PERSONNEL OFFICER																	
47. Agency Code DLAA		48. Personnel Office ID 1193		49. Approval Date 03/22/2025																			

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

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.

Leadership Accomplishments

- ### *Enforcement and Policy Accomplishments*

- 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.

**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 DeSantis)
- 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, [REDACTED]

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

Nova Southeastern University, J.D., [REDACTED]

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

BAR ADMISSIONS

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