



Columbia Partner Discusses DOL's Revised Pay Equity Guidance for Federal Contractors

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In an interview with *Law360*, **Cheryl Behymer** discusses the Department of Labor's revised pay equity guidance for federal contractors and describes what employers need to know about compensation evaluation. The Department of Labor won't require companies to produce privileged communications when it reviews their internal pay audits. Cheryl explains the revision gives a company that conducts a compensation evaluation under attorney-client privilege three options. "They can provide the OFCCP with a redacted version; conduct a second, unprivileged audit; or provide an affidavit that includes when the analysis was completed," Cheryl stated.

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Cheryl L. Behymer
Senior Counsel
803.255.0000
[Email](#)

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