

# Joseph C. Pokorny

PARTNER

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Joseph Pokorny is a recognized leader in Employment Law, Affirmative Action and Equal Employment Opportunity law, advising employers nationwide on compliance with federal contractor regulations. As Chair of Meyers Roman's Affirmative Action & OFCCP Compliance Practice, Joe prepares custom Affirmative Action Plans and represents clients before the Office of Federal Contract Compliance Programs (OFCCP) and Equal Employment Opportunity Commission (EEOC) — helping organizations navigate audits, avoid risk, and meet the ever-evolving requirements of federal labor law. He also provides representation in workers' compensation hearings before the Industrial Commission of Ohio.

Joe's detail-oriented and proactive approach has earned the trust of organizations ranging from growing enterprises to Fortune 500 companies.

Joe counsels employers on:

- Affirmative Action Plans for federal contractors
- OFCCP audit preparation and defense
- Equal Employment Opportunity and regulatory guidance
- Workers' compensation representation
- Compliance reviews and administrative closures

His ability to tailor strategies to each organization's structure and workforce size—whether 50 or 45,000 employees—makes him an invaluable compliance partner.

## Practice Areas

Affirmative Action &  
OFCCP Compliance  
Labor & Employment  
Workers' Compensation

## Education

J.D., Cleveland-Marshall  
College of Law, Cleveland  
State University

B.A., cum laude, Otterbein  
University

## Credentials

Admitted to practice in all  
Ohio state courts

Member, Ohio State and  
Cleveland Metropolitan  
Bar Associations

## Matter

## Highlights

### Affirmative Action Plans

Developed thousands of custom plans for employers with 50 to 45,000 employees

### Fortune 500 Compliance Review

Achieved full compliance after 15-month OFCCP audit

### Healthcare Industry Audit Defense

Proactively closed multiple reviews before escalation

**Professional and Civic Engagement:**

- Member, LawPact®
- Chairman, Northern Ohio Industry Liaison Group, 2016–2020
- Presenter, Affirmative Action & OFCCP, NOILG, 2017–2020

**Recognition and Honors:**

- Ohio Super Lawyers®, Rising Star, 2020–2025
- Cleveland Bridge Builders, Class of 2022

Outside the office, Joe enjoys exploring Cleveland’s restaurant and brewery scene with his wife, traveling, and connecting with family and friends.

***Delivering practical and creative solutions since 1995***