REQUEST FOR Nominations
NILG Advisory Council Member
Responses Will Be Accepted During the Period of November 20, 2026 – December 11, 2026

In accordance with our By-laws, the National Industry Liaison Group (NILG) is soliciting nominations for **six (6)** Advisory Council members.

Advisory Council:

- The Advisory Council provides technical expertise and provide key information, insight, and recommendations on relevant matters before the NILG including equal employment opportunity and civil rights.
- The Advisory Council are not NILG Board Members. Advisory Council members serve in an advisory capacity to the NILG and have no voting rights or other authority within the NILG.
- Advisory Council members are attorneys, consultants, statisticians, industrial psychologists, labor economists, and/or other consultants to the federal contractor community whose expertise the Board determines would be of assistance to the NILG.

This Request for Nomination may also be found on the NILG website at www.nationalilg.org.

Nomination Submission:

- Submit a Nomination in PDF format via email no later than **Midnight ET**, **Friday, December 11, 2026** Teresa Salinas at SalinaT@labcorp.com with a subject line: **NILG Advisory Council Position RFP**.

It is the responsibility of the Responder to ensure that the submission is received by the above deadline. Late submissions will not be accepted. ***Please direct all questions regarding the RFP to Teresa Salinas at SalinaT@labcorp.com.***

This Request for Nomination does not commit the NILG to award a contract or pay any costs incurred in the preparation of a Nomination in response to this request. The NILG Board reserves the right to accept the Nomination it considers to be in its best interests. Selection of the Advisory Council Member is at the sole discretion of the NILG. All materials submitted to NILG in response to this RFP become the sole property of the NILG.

Thank you for your interest in working with the NILG.

About the National Industry Liaison Group (NILG)
The National Industry Liaison Group (NILG) is a nonprofit consortium, formed in 1992, dedicated to fostering equal employment opportunity between employers and regulatory agencies.

Our Vision:
To unite employers in advancing workplace compliance, strengthening collaboration, and promoting equal employment opportunity. Working together to build fair and inclusive workplaces nationwide.

Our Mission:
The NILG brings together private sector employers and associations committed to equal access in the workplace, and government agency partners to advance workplace compliance and promote equal employment opportunity. Through education, networking, and shared insights, the NILG assists employers navigating the evolving compliance landscape.

The NILG supports a collaborative approach to building fair and inclusive workplaces. We pursue this mission through programs, initiatives such as webinars and conferences, and partnerships that foster connection, learning, and compliance.

The NILG remains committed to advancing workplace compliance by —working together toward fairness for all NILG.

Board Advisory Council Member Role:
The Advisory Council provides technical expertise and key information, insight, and recommendations on relevant matters before the NILG, including equal employment opportunity and civil rights law. The Advisory Council are non-Board Members. Advisory Council members serve in an advisory capacity to the Board and have no voting rights or other authority within the NILG Board. Advisory Council members will not attend the Board's Washington DC live meetings with the various agencies unless requested by the full NILG Board.

Eligibility:
Board Members cannot serve as members of the Advisory Council. The Advisory Council may be comprised of up to six members. The Advisory Council may be comprised of attorneys, consultants, statisticians, industrial psychologists, labor economists, and/or other consultants to the federal contractor community whose expertise the Board determines would be of assistance to the NILG.

Advisory Council Members may not directly market their products or services to, or solicit business from, NILG Board Members or take any other action that is inappropriate or inconsistent with the NILG's mission, purpose, or vision. Advisory Council Members may, however, be speakers at, contribute as official sponsors, and exhibit at events, and engage in similar activities. Advisory Council Members shall not hold themselves out as speaking for the NILG unless the NILG Chair provides issue-specific specific authorization in advance.

Advisory Council Members serve at the pleasure of the NILG. Any Advisory Council Member who is unable to fulfill the duties or responsibilities; exhibits behavior that is inconsistent with the mission, objectives, or vision of the NILG; violates any of the rules, procedures, or practices of the NILG; has a conflict of interest; and/or is for any reason deemed inappropriate to continue as an Advisory Council member in the NILG's sole discretion, may be removed from the Advisory Council by a majority vote of the NILG.

Scope of Service:
The Advisory Council meets regularly as scheduled by the NILG Chair or the Advisory Council Coordinator to discuss

NILG initiatives and provide feedback and recommendations. The Advisory Council is expected to spearhead projects and serve as a think tank for the NILG. Upon approval by the NILG Board, some or all members of the Advisory Council may be invited to speak at webinars, contribute blog posts, and attend the NILG Board's meetings with government agencies or other organizations. The time commitment will vary, but Council members should expect to devote an average of up to 10 hours per month to Board-related activities.

Specifications:
Responses to this RFP should cover the following components:

1. **General Specifications**
    a. Timeliness of response and accessibility to the NILG
    b. Advisory Council members must be willing and able to devote a minimum of 10 hours of service pro bono per month, which may be more in times of active agency rulemaking and other regulatory activity

2. **Background**
    a. Employer's Name
    b. Home Office Address
    c. Website
    d. Person submitting this RFP:
        i. Name and Title
        ii. Office Location, if different from above
        iii. Phone
        iv. Email Address

3. **Experience**
    a. Describe depth of understanding and knowledge of EO/civil rights laws and regulations and working with the OFCCP and/or EEOC
    b. Education, number of years of experience
    c. Provide a statement that your service to the NILG would not create a conflict of interest

4. **Non-Profit Expertise/Relevant Experience/References**
    a. Descriptions/examples of previous experience that may be relevant to servicing the needs of the NILG, including providing recommendations on EO/civil rights regulations and matters
    b. Descriptions/examples of previous experience working with non-profit organizations
    c. List three references. Please also include the number of years you have been working (or worked) with them

Term and Selection:
Advisory Council Members serve a two-year term and can be appointed to no more than two consecutive two-year terms unless the Board approves an additional term by majority vote.

Right to Reject:
The NILG reserves the right to reject all nominations received in response to this RFP, and/or to waive irregularities and informalities.

Selection Process:
All eligible nominations will be reviewed and evaluated for their qualifications, experience and suitability to complete the Scope of Service for this RFP. Be sure to include all relevant information and evidence of your record of performance and

ability to perform the work. Phone, video and in-person interviews may be requested. The NILG, at its discretion, may request presentations or additional information from any or all Responders. However, the NILG reserves the right to select the nomination which furthers the best interests of the NILG and to select without further discussion of the Nominations submitted. All responses are subject to approval by NILG Board officers and Board members.

Notification of Selection:

Notice to the selected Responder to proceed with the scope of work is anticipated on or about **December 22, 2026**. All responders who submit nominations to this RFP will be informed, in writing, of the name of the Advisory Council Member selected. It is expected that the two-year period of service will start on **January 1, 2027, and end on December 31, 2028.**