

## **Raymond W. Perez**

### *Of Counsel*

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### ***Service Focus***

- Corporate Compliance and Governance
- Counseling and Advice
- Crisis Communications and Strategy
- Government Relations
- Site Selection and Incentives
- Workplace Investigations

### ***Industry Focus***

- Automotive Dealership
- Energy
- Manufacturing
- Non-Profit and Tax-Exempt Organizations

### ***Overview***

Raymond Perez is Of Counsel in the firm's Columbus and Washington DC offices and Chair of the Corporate Compliance and Governance Practice Group as well as Co-Chair of the Workplace Investigations Practice Group. He focuses his practice on advising employers on developing and implementing compliance and ethics programs, codes of conduct, and diversity, equity and inclusion initiatives. In connection with compliance programs, Ray also advises clients regarding all manner of workplace investigations, particularly investigations involving executives and significant reputational risks. Ray also advises clients on the interplay between antitrust laws and labor and employment issues and counsels clients on best practices to avoid potential liability. Ray assists clients with their diversity, equity, and inclusion efforts such as training, employee surveys, developing mentorship programs, and creating business resource groups.

Ray also works directly with boards of directors to establish compliance reporting systems and diversity and governance objectives and priorities. In addition, he works with clients when

negotiating incentive packages as an integral part of the site selection process. Ray supports evaluating site priorities and negotiating local incentives to address tax, infrastructure, worker selection, and training needs.

Prior to joining Fisher Phillips, Ray worked in-house for nearly 30 years at American Honda in various legal and operational roles. In addition to managing day-to-day legal activities for Southeastern manufacturing operations, he served as a Compliance Officer, Division Manager of Government and Community Relations, North American Diversity Committee founding member, and North American 401(k) Fiduciary Committee member. He oversaw complex workplace investigations and negotiated incentive packages in support of new plant site selection and major expansions of existing facilities.

While serving as General Counsel for American Honda's Southeastern operations, Ray managed government and community relations. In this capacity, he regularly interacted with federal, state, and local officials on all significant regulatory matters impacting the organization. Ray also helped determine the company's position on pending legislation and communicated that information to legislators and regulators at all levels of government.

He developed antitrust training programs for purchasing and human resources personnel. Ray also served as the North American Chief Audit Executive for five years, overseeing all financial and operational auditing (e.g., HR, Safety, Compensation and Benefits, IT, Environmental, Ethics, Purchasing Sales, and Marketing) of the company's operations, including research and development, manufacturing, sales, and customer financing. He reported to the Board on the performance of over 30 U.S. affiliated companies and recommended enhancements in legal and business operations.

## ***Recent Experience***

### **Experience**

- Revised a code of conduct for a client going public to reflect the latest requirements and updates to meet investor expectations for proper governance systems.
- Created employee surveys to assess employer's diversity, equity and inclusion culture and developed action steps to address concerns raised by several employees following Black Lives Matter protests.
- Advised Board of Directors on reporting systems to ensure compliance with high level oversight requirements outlined in the Department of Justice's updated Organizational Sentencing Guidelines.
- Oversaw legal risk assessment to prioritize compliance initiatives and resource allocation for international company establishing operations in the U.S.

## ***Credentials***

## **Education**

- J.D., 1987, Ohio State University, Moritz College of Law
- B.S., 1984, Miami University

## **Bar Admissions**

- Ohio
- District of Columbia

## **Court Admissions**

- U.S. District Court for the Southern District of Ohio

## ***Affiliations***

### **Professional Activities**

- Editorial Board Member, *Law360 Compliance Reporter*
- Institute of Internal Auditors, 2015 -2020
- Past President and Board Member, Association of Corporate Council-Alabama Chapter, 2002-2015
- Board Member & Recipient of Distinguished Leader Award (2015), Business Council of Alabama, 2008-2015
- Leadership Alabama, 2009
- Leadership Birmingham, 2006
- American Bar Association, Fair Labor Standards Legislation Committee, Equal Pay Act Sub-Committee Co-Chair, 1999

### **Community Activities**

- Appointed by Governor of Alabama to State Workforce Council (2015)
- Executive Committee and Board member, United Way of Central Alabama, Inc., 2007-2015
- Past President and Board member, Birmingham Zoo, Inc., 2002-2014
- Past President and Board Member, American Lung Association of Central Ohio, 1989-1991

## ***Insights***

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EVENT

04/30/25

## **HR Trend Talks: The Latest EEOC Guidance on Unlawful Workplace DEI Programs**

Brett P. Owens, Raymond W. Perez, Sheila M. Abron

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NEWS

02/26/25

## **Attorneys Quoted for Their Insight on the Future of DEI in the Trump Era**

Sheila M. Abron, Kathleen McLeod Caminiti, Lonnie D. Giamela, Regina A. Petty, Raymond W. Perez, Jennifer B. Sandberg, Nan Sato, Jeffrey Shapiro

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NEWS

02/13/25

## **Republished Insight: Trump Orders Feds to Combat “Illegal” Corporate DEI Programs: 5 Takeaways for Private-Sector Employers + What You Should Do Now**

Sheila M. Abron, Raymond W. Perez, Regina A. Petty, Terri R. Stewart

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NEWS

02/07/25

## **Republished Insight: What Businesses Need to Know About DEI in the Trump Era: FAQs for Employers**

Sheila M. Abron, Kathleen McLeod Caminiti, Lonnie D. Giamela, Regina A. Petty, Raymond W. Perez, Jennifer B. Sandberg, Nan Sato, Jeffrey Shapiro

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INSIGHTS

02/07/25

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INSIGHTS

01/23/25

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INSIGHTS

12/26/24

## **Court Revives Corporate Transparency Act and Employers Have New January 13 Reporting Deadline: 3 Things Employers Need to Do**

Raymond W. Perez

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INSIGHTS

11/14/24

## **How to Conduct Terrible Employee Evaluations: Your 5-Step Plan on What Not to Do**

Raymond W. Perez, J. Hagood Tighe

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EVENT

10/28/24

## **Tomorrow's Workplace: The Future of Employment Law in 2025 – and Beyond!**

Steven M. Loewengart, Kate Dedenbach, Kevin E. Hess, Raymond W. Perez, Robert M. Robenalt

[Read more →](#)

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INSIGHTS

10/23/24

## **The Whistleblowing Just Got Louder: 8 Things Employers Should Do in Response to Feds' New Whistleblower Awards Program**

Catherine "Ree" Harper, Raymond W. Perez

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