

## ADRIANA R. JOENS

ASSOCIATE  
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**Adriana Joens is an Associate with 25 years of experience in the legal field, including paralegal (10 years) and compliance specialist (15 years) positions.**

Ms. Joens works closely with employers to provide strategic counsel across a wide range of workplace issues, including wage and hour compliance; Title VII and other EEO requirements; navigating evolving federal initiatives and workforce compliance changes; conducting investigations into workplace misconduct; advising on federal-contractor obligations; and developing compliant workplace policies under state and federal laws. She also develops tailored compliance programs and practical best-practice frameworks in areas such as prevailing wages, child labor, and pay equity. In addition to her work with U.S.-based employers, she partners with multinational organizations to advise on global pay transparency and pay equity requirements.

Ms. Joens has extensive knowledge and experience in matters regarding the Fair Labor Standards Act (FLSA), the McNamara-O'Hara Service Contract Act (SCA) and Davis-Bacon Act (DBA). She advises and represents clients in applying FLSA, SCA, and DBA during self-audits, or audits brought on by the U.S. Department of Labor (DOL)'s Wage and Hour Division. She also works closely with clients to implement and develop policies and practices that comply with the prevailing wage and benefit requirements of the SCA and DBA. Recently, Ms. Joens has assisted clients in securing SCA conformances for jobs that were not listed in the SCA Occupational Directory; successfully representing and closing DOL wage and hour audits with no violations, navigating the prevailing wage obligations under the Infrastructure Investment and Jobs, Inflation Reduction, and CHIPS Acts; advising clients through self-audits in complying with SCA and DBA prevailing wage requirements; maintaining a DBA database of wage determinations and conformance rates in preparation for nationwide work under the Infrastructure Investment and Jobs Act; and providing support in FortneyScott successfully negotiating regional rates for an SCA nationwide contract.

### Office

1909 K St., NW, Suite 330  
Washington, DC 20006

### Practices

- [Washington DC Expertise](#)
- [EEOC Compliance](#)
- [Inclusion and Opportunity](#)
- [International](#)
- [Federal Contractor Compliance](#)
- [Pay Equity](#)
- [Wage & Hour](#)
- [Workplace Investigations](#)

### Admitted to Practice

- District of Columbia

### Education

- Creighton University School of Law (J.D.)
- Creighton University (M.S., Public Policy)
- University of Nebraska – Omaha (B.A.)