



Anouk Danan

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Anouk Danan is a Senior Management Consultant for PFM's Management and Budget Consulting practice, where her expertise in labor relations serves to inform the firm's workforce consulting services. At PFM, Ms. Danan has worked with public employers including Montgomery County, Maryland and the Commonwealth of Kentucky on wage and/or benefit comparability analyses to aid their preparation for collective bargaining negotiation and pension improvement respectively. Before joining PFM, Ms. Danan represented and advised the Commonwealth of Massachusetts in the interpretation and negotiation of collective bargaining agreements, with the major unions reflected on the state's payroll and directly partnered with union leadership and management in handling grievance processes. She was also a contributor to policies coordinating reduction of force plans, and a partner in improvement initiatives that gained efficiency in hiring; including reduction in time-to-hire, onboarding, transparency, diversity, emergency staffing, and other projects related to the state's classification and compensation system. Ms. Danan also represented the City of Boston, counseling a number of City departments including Public Works, Property and Construction Management, Parks, Arts, Tourism & Special Events, Animal Control and the Retirement Board. Internationally, Ms. Danan worked in Paris while serving as Legal Consultant to the First Estate Foundation, negotiating and drafting joint venture and purchase agreements, in addition to other transactions and policy development as a European liaison in a startup environment. Earlier in her legal career, she teamed with several private firms, initially working in general practice and later focusing on litigation in the State and Federal courts with particular experience in Chapter 7 and 13 bankruptcy, complex construction, contract and injury disputes as well as representing a national insurer,

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overseeing defense counsel. Ms. Danan later established her own private practice, representing clients in New York City and Florida on a range of civil matters in the personal, corporate and commercial domains. Ms. Danan holds a Juris Doctorate from the New England School of Law and is a member of the Bar in the US District Court of Massachusetts, Commonwealth of Massachusetts and the States of New York and Florida. She also earned a Bachelor of Arts in English with a minor in French from Florida Atlantic University, French Language Certification from Paris Sorbonne University, and studied facilitative mediation at the New York Peace Institute.