

BIOGRAPHIES OF MODERATORS & SPEAKERS

J. Bernard Alexander, III represents employees in prosecuting demanding private sector and public entity litigation. He has tried over twenty-five cases to verdict, and has won six- and seven-figure judgments for claims of discrimination, harassment, and retaliation based on gender, race, age, sex, sexual orientation, and disability. A member of the executive board of the California Employment Lawyers Association (CELA) and the executive committee of the Labor and Employment Law Section of the Los Angeles County Bar Association (LACBA), Mr. Alexander is a frequent speaker on trial and employment law issues. He is a member of the National Employment Lawyers Association (NELA), Consumer Attorneys Association of Los Angeles (CAALA), the Langston Bar Association, and the UCLA Alumni Association. Mr. Alexander was named to the list of the Top 75 Labor and Employment Attorneys in the state of California by the *Daily Journal* on July 18, 2012. He has been designated a Super Lawyer since 2009. Mr. Alexander holds degrees from Southwestern University School of Law and the University of California, Los Angeles, in English and Political Science, and is admitted to practice in all of the courts of the State of California, the United States Court of Appeals for the Ninth Circuit, and the United States District Court for the Central District of California.

Scott R. Ames has been litigating wrongful termination, discrimination, harassment, family and medical leave, breach of contract, wage and hour violations, unfair competition and trade secret matters, and other employee rights cases for more than two decades. Mr. Ames has obtained settlements and verdicts for his clients in the multi-millions of dollars, and he has established a well-deserved reputation as one of the top Labor and Employment lawyers in Southern California. Mr. Ames' demonstrated record of success has resulted in him being named among the Top 100 Attorneys in Southern California in 2012 and 2013, a "Southern California Super Lawyer" from 2007 to the present, and a "Best Lawyer in America" from 2006 to the present. Mr. Ames speaks frequently at legal programs throughout California on employment law matters, is a long-standing Executive Committee Board member of the Los Angeles County Bar Association's Labor and Employment Section, and is an active member of the California Employment Lawyers Association. Mr. Ames is also active in his community, and has served on a number of committees and boards of non-profit organizations which seek to improve the lives of the disenfranchised or working poor.

Walt Auvil is a 1981 graduate of the West Virginia University College of Law. Mr. Auvil has practiced employment law on behalf of employees for 20 of his 29 years as a lawyer. He is a former chair of the West Virginia State Bar Employment Law Committee. Mr. Auvil is a founding member of the West Virginia Employment Lawyers Association, the state affiliate of the National Employment Lawyers Association. He has edited the West Virginia Employment Lawyers Association Employee Advocate—the state association newsletter—for over 18 years. Mr. Auvil is a member of the Board of Directors of Workplace Fairness. The goal of Workplace Fairness is to educate workers and their advocates about workplace problems and promoting the view that treatment of workers is both good business practice and sound public policy. He is a member of the American Bar Association, the National Employment Lawyers Association, the West Virginia Employment Lawyers Association, Trial Lawyers for Public Justice, the American Constitution Society, and the West Virginia Association for Justice. He was the first West Virginia attorney to be inducted into the College of Labor and Employment Lawyers. Mr. Auvil has authored several articles on civil procedure and has spoken at local, state, and national legal education programs. Mr. Auvil was a law clerk to West Virginia Supreme Court Justice Thomas McHugh.

Alice W. Ballard represents employees in a wide range of workplace issues, from the negotiation of executive contracts to litigating individual and class claims for wage theft and workplace fairness. Her B.A. and J.D. are from Harvard University. She served as an Adviser for the American Law Institute's recently published Restatement (Third) of Employment Law, and as a member of NELA's Summary Judgment Task Force.

Lisa J. Banks is ranked by *Washingtonian Magazine* as one of Washington's Top Lawyers in six consecutive listings. Ms. Banks has successfully litigated employment discrimination and whistleblower protection cases at both the trial court and appellate levels for over fifteen years. Ms. Banks was named by the American Arbitration Association (AAA) to its National Roster of neutrals, to hear and resolve cases brought for binding arbitration before AAA. Ms. Banks is an active member of the American Bar Association, the District of Columbia Bar Association, the National Employment Lawyers Association, and the Metropolitan Washington Employment Lawyers Association, where she served as the organization's vice president. She received a Bachelor of Arts degree from Trinity College in Hartford, Connecticut in 1990, and a J.D. degree from the University of Denver College of Law in 1995, where she served as an editor on the *Denver University Law Review*. Ms. Banks has authored numerous appellate briefs and argued cases in the United States Courts of Appeals for the First, Second, Fourth, Fifth, Sixth, Ninth, Tenth, Eleventh, and D.C. Circuits.

Patricia A. Barasch is a partner in the law firm of Schall & Barasch L.L.C., a firm she founded with her partner, Richard Schall in March 2000. Her firm focuses its practice exclusively on representing employees who have been the victims of unfair or unlawful treatment at work. She is a frequent speaker throughout New Jersey on issues of sexual harassment, handicap/disability discrimination, and family medical leave. Ms. Barasch's accomplishments as an employment lawyer have been repeatedly recognized over the years. Ms. Barasch has received numerous awards, including being named in *New Jersey Monthly Magazine* as a "Super Lawyer in Employment Litigation: Plaintiff" in every year from 2005 to 2016, and as one of the "Top 50 Female Super Lawyers" in the 2005 and 2007 editions of the magazine. In 2006, Ms. Barasch was named one of the "Top Women in Business" by *South Jersey Magazine*. In addition to her employment law practice, Ms. Barasch also serves as a mediator, handling only employment cases, and has a very successful track record of settling cases. She brings a wealth of knowledge about employment law to her mediations, along with the determination, focus, and patience necessary to bring the parties together to resolve their cases and avoid years of costly litigation.

Lynne S. Bassis is a full-time neutral with ADR Services, Inc., working at the intersection of law and human emotion. Ms. Bassis is successful at harmonizing the legal, business, and personal issues such that settlement occurs. Her style, technique, instincts, and impartiality leave both plaintiff and defense counsel pleased with the process and with the outcome. Ms. Bassis's primary areas of mediation practice are: employment, disability, healthcare, and commercial/business/partnership disputes. She has experience in the governmental tort liability, personal injury, and professional liability areas. Ms. Bassis's past pursuits include civil litigation (including employment) and municipal defense firm work, as well and serving as a prosecutor for, and counsel to, the California Supreme Court's State Bar Disciplinary Court. Ms. Bassis is a former Director of the Disability Mediation Center and professor at Loyola Law School. Since 1991 Ms. Bassis has been mediating cases and conducting basic and advanced mediation training for the Los Angeles County Bar Association and other institutions. Ms. Bassis has been named repeatedly a Super Lawyer in the area of Alternative Dispute Resolution. Ms. Bassis completed her undergraduate work at the University of California, Irvine and Berkeley, and she graduated from Northeastern University School of Law in Boston.

Craig Becker is General Counsel to the American Federation of Labor & Congress of Industrial Organizations (AFL-CIO). Before assuming that position, he was a Member of the National Labor Relations Board having been appointed by President Barack Obama in March 2010 and serving until January 2012. Before joining the Board, he served as Associate General Counsel to both the Service Employees International Union and the AFL-CIO. He graduated *summa cum laude* from Yale College in 1978 and received his J.D. in 1981 from Yale Law School where he was an Editor of the *Yale Law Journal*. After law school he clerked for the Honorable Donald P. Lay, Chief Judge of the United States Court of Appeals for the Eighth Circuit and then became a partner in a Washington, D.C. law firm that was counsel to the American Federation of State, County and Municipal Employees. He was a Professor of Law at the UCLA School of Law between 1989 and 1994 and has also taught at Yale, the University of Chicago, and Georgetown Law Schools. He has published numerous articles on labor and employment law in scholarly journals as well as in the popular press and has argued labor and employment cases in virtually every federal court of appeals and before the United States Supreme Court.

Sonal Keenan Bhatia partners with her life and law partner, E.E. Keenan, at the Keenan Law Firm, which has offices in New York City and Kansas City. Ms. Bhatia graduated from Swarthmore College, where she majored in English Literature, focusing on creative fiction and poetry writing. In law school she co-taught a course to undergraduates on gender and the law. In addition to practicing law, Ms. Bhatia has worked in business-to-business software sales. Ms. Bhatia enjoys the puzzle/challenge of negotiating on behalf of clients in a counterintuitive sales posture: selling a lawsuit. Ms. Bhatia loves representing hard-working, caring clients—particularly in race and LGBTQ discrimination cases—and has found great mentorship through NELA.

Rachel Bien is a partner at Outten & Golden LLP and co-chair of its Class & Collective Action Practice Group. She focuses on complex multi-plaintiff litigation, including hybrid wage and hour class and collective actions. She has litigated many cases on behalf of workers misclassified as independent contractors, as exempt from overtime, and as non-employee interns/trainees, including *Glatt v. Fox Searchlight Pictures, Inc.*

Kathleen L. Bogas focuses on protecting civil rights at the Michigan firm of Bogas & Koncius P.C. She is a trial attorney (and proudly calls herself that) who has specialized in employment, civil rights, and personal injury law for many years. She is a past president of the Michigan Association for Justice and is currently on the Executive Board, past president of the National Employment Lawyers Association after serving many years on its Executive Board, past president of the Michigan Employment Lawyers Association, and is the immediate past president of the Michigan Chapter of the American Board of Trial Advocates. She served as Chairperson of the Negligence Council of the State Bar of Michigan in 1991-1992, is current Co-Chair of the Judicial Qualifications Committee of the State Bar of Michigan, a former member of the Judicial Selection Study Task Force, and a former member of the Judicial Advisory Committee for Senators Stabenow and Levin. Ms. Bogas has been inducted into the American College of Trial Lawyers and is also a member of the College of Labor and Employment Lawyers and the American Board of Trial Advocates. She has received numerous awards, including in 2016 the Distinguished Service Award from the Labor and Employment Section of the State Bar of Michigan.

Lawrance A. Bohm is a trial attorney and founding President of the Bohm Law Group, Inc. a professional law corporation headquartered in Sacramento and additional offices in San Diego, Marina Del Rey, Woodland Hills, and Stockton, focusing on employment law and personal injury cases. In 2014, Mr. Bohm obtained the largest single plaintiff employment verdict in U.S. history in San Diego federal court which was \$185,872,719. Mr. Bohm broke the record that he had previously set in 2012, which was \$167,730,488 in *Chopourian v. Catholic Healthcare West*. In 2014, Mr. Bohm received the prestigious 2014 Litigator Award, honoring the top 1% of all lawyers. In 2012, the *Daily Journal* recognized Mr. Bohm as one of the top 100 lawyers in California. Mr. Bohm is also a lifetime member of the Million Dollar Advocates Forum and Multi-Million Dollar Advocates Forum.

Maria de las Nieves Bolaños has been an attorney with Robin Potter & Associates since 2009. She represents plaintiffs in wage and hour, whistleblower and False Claims Act, employment discrimination, and retaliation litigation. She has litigation experience at the state and federal levels, as well as with local administrative agencies, including the Equal Employment Opportunity Commission, the Illinois Department of Human Rights, and the Illinois Education Labor Relations Board. Ms. Bolaños' experience includes representation of single plaintiffs and class and collective actions at all stages of litigation, including trial. She is a contributing author to the ABA/BNA Fair Labor Standards Act Treatise-Midwinter Reports and has been a panelist and/or moderator with the Chicago Bar Association and at the National Employment Lawyer Association's Seventh Circuit Conferences and Annual Conventions. Ms. Bolaños is currently a member of NELA's Executive Board.

Subhashini Bollini practices at Correia & Puth, PLLC, in Washington, D.C. and serves as the principal lead attorney for the firm's federal sector employee practice. Since she began practicing law in the 2007, she has represented employees in eleven states and the District of Columbia in employment discrimination and retaliation claims under local, state, and federal statutes. She serves as Vice President of the Metropolitan Washington Employment Lawyers Association (MWELA) and has served as a MWELA board member since 2011. Ms. Bollini is also an active member of NELA and serves as the Affiliate Relations Committee representative for the Fourth Circuit and the District of Columbia, as well as Co-Chair of the 2016 Annual Convention Committee. She was selected by her peers in Washington, D.C. for recognition in 2013, 2014, 2015, and 2016 as a Rising Star in Employment Law in Super Lawyers magazine.

David Borgen is Of Counsel at Goldstein, Borgen, Dardarian & Ho, located in Oakland, California, where he represents plaintiffs and employees in complex and class action litigation, including employment discrimination, wage and hour, and other public interest class actions and attorneys' fees litigation. The law firm was founded in 1972 and has a national class action practice. He is a Senior Editor of the Third Edition of the Bloomberg BNA *Fair Labor Standards Act* treatise (2015), past Co-Chair of the ABA Labor and Employment Law Section's Federal Labor Standards Legislation committee, and a Governor of the College of Labor and Employment Lawyers, a national honorary society. He is also past Co-Chair of the National Employment Lawyers Association's (NELA) Wage and Hour Law Practice Group. He is a graduate of University of California – Hastings College of the Law (Order of the Coif – 1981). Prior to joining the Goldstein firm, he was District Counsel for the Communications Workers of America, AFL-CIO.

Nancy Bornn is an attorney with over 35 years of experience in the employment field. She retired from her litigation practice in 2012, and currently is a neutral, focusing her practice on conducting workplace investigations, providing expert witness testimony on employment issues, and conducting EEO training. Ms. Bornn is a former (2009-2015) member of the Board of Governors of The College of Labor and Employment Lawyers. She is a Founding Board member of the Association of Workplace Investigators, Inc., and a faculty member at the AWI Institute. Ms. Bornn is the former (2005-2006) Chair of the Labor & Employment Law Section of the LACBA, is a former (1997-1999) Chair of CELA, and is a former (2002-2008) Executive Board member of NELA. Ms. Bornn has been a frequent speaker for numerous organizations, employers, schools, and colleges. She has written numerous published articles on employment issues, and is the author of *Representing California Sexual Harassment Plaintiffs* (James Publishing 2004), and a contributing author to *Workplace Harassment Law*, Lindemann & Kadue (BNA 2011). Her office is located in Playa del Rey, California.

Kelly Brandon received her law degree from Creighton University and has been practicing law since 1995. She is committed to protecting the rights of employees and injured workers throughout the state of Nebraska. She is a member of the National Employment Lawyers Association and serves as one of the 8th Circuit Representatives from Nebraska, a member of the Annual Convention Committee, and as President of Nebraska NELA. She is a member of the Nebraska Bar Association's Employment Law Section and has previously served on the Minority in Justice Commission.

J. Derek Braziel has been practicing Labor and Employment law (and wage and hour law) for over 15 years. He has been selected a Super Lawyer by *Texas Monthly/Law and Politics Magazine* every year the honor has been offered (2003 to present). He also selected as one of the Best Lawyers in Dallas/one of the Best Lawyers under 40 in Dallas by *D Magazine* (2004-2013). Mr. Braziel is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization. He is a graduate of the University of Virginia School of Law, where he served as Chief Justice of the William Minor Lile Moot Court Board. After graduation, he served as law clerk to the Honorable Howell Cobb, United States District Court, Eastern District of Texas. Mr. Braziel represents plaintiffs in collective action and class action

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litigation concerning rights asserted under the Fair Labor Standards Act ("FLSA") and commensurate state laws governing wages. Since exclusively focusing his practice on wage and hour cases, Mr. Braziel has recovered more than \$110 million in unpaid wages for his clients. Mr. Braziel also has a breadth of experience in other areas of employment litigation, including racial discrimination, sex discrimination, sexual harassment, age discrimination, and disability discrimination. He has dedicated his time to such activities as the delivery of pro bono labor and employment legal services to charitable and civic organizations such as Dallas Community Television, the Center for Nonprofit Management, and the North Texas Food Bank.

Carla D. Brown earned her undergraduate degree from the University of Virginia in 1996 and received her law degree from George Mason University School of Law in 1999. Ms. Brown has litigated cases in state and federal courts throughout Virginia, as well as in the District of Columbia and Maryland. Ms. Brown handles contractual matters, including the negotiation and review of severance agreements, covenants not to compete, and employment agreements. Ms. Brown also counsels employees who are subjected to workplace harassment, discrimination, and retaliation. In 2014, the Metropolitan Washington Employment Lawyers Association recognized Ms. Brown as "Lawyer of the Year – In recognition of outstanding dedication to Civil Rights, Equality, and Justice." In 2015, the *Washingtonian* rated Ms. Brown a "Top Lawyer" in the area of Plaintiff's Employment Law. Ms. Brown has been recognized as a rising star in Virginia *Super Lawyers* Magazine in 2009, 2010, 2011, and 2012, a Super Lawyer in 2013, 2014, and 2015 (and, in 2015, was named as one of the Top 50 Women in Virginia). She was recognized as a Washington, D.C. Rising Star in 2013 and a Super Lawyer in 2014 and 2015. In 2013, Ms. Brown was invited to membership in The National Trial Lawyers Organization, Top 100 Trial Lawyers in the area of Civil Plaintiff Law, and Top 40 Under 40. Ms. Brown is a member of NELA's Executive Board.

Richard J. (Rex) Burch represents workers in large-scale wage and hour cases. He and his firm, Bruckner Burch PLLC, have recovered hundreds of millions of dollars in back wages for workers all across the country.

Darci E. Burrell is a founding partner of Levy Vinick Burrell Hyams LLP. Prior to that, she was a senior associate with the employment practice group of Boxer & Gerson LLP, where she successfully litigated and tried cases on behalf of women subjected to gender discrimination and sexual harassment, people subjected to racial discrimination and harassment, people with disabilities, whistleblowers, tradeswomen and other women in non-traditional employment, and others, against both corporations and public entities. Ms. Burrell has practiced civil rights and public interest law since she graduated from UCLA Law School in 1995, beginning with a year serving as the Ruth Chance Law Fellow with Equal Rights Advocates, a women's employment law center in San Francisco. In that position, Ms. Burrell represented women and girls in cases involving sexual harassment and gender-based discrimination. She also advocated on behalf of women in non-traditional employment, including tradeswomen and fire fighters.

Katherine L. Butler has practiced law for more than 30 years. After graduating from law school in 1981, she completed a two-year judicial clerkship with Judge Reynaldo Garza of the United States Court of Appeals for the Fifth Circuit. Since 1988, she has practiced with former law school classmate, Margie Harris. She is the Chair of the American Diabetes Association's Legal Advocacy Subcommittee. She is also a past President of the Texas Employment Lawyers Association, a past Chair of the State Bar Labor & Employment Law Section, and serves on the Judicial Nominations Committee of the National Employment Lawyers Association.

Craig T. Byrnes practices employment litigation on the side of plaintiffs in Manhattan Beach, CA. He also does appeals for plaintiffs only. He's litigated multiple cases post-*Harris v. Santa Monica*, and he's telling you right now: You Have Nothing to Fear. Mr. Byrnes deals extensively with cases involving California's Fair Employment & Housing Act ("FEHA"), especially matters involving illegal retaliation. He has not yet lost a matter based on a *Harris* issue. Mr. Byrnes is a sought-after speaker. He's taught litigation skills at the California Employment Lawyers Association's Trial College for the past 3 years, spoken at CELA conventions, and presented before various plaintiffs' organizations. Before becoming an attorney, Mr. Byrnes was a systems engineer for NASA's Jet Propulsion Laboratory in Pasadena. Mr. Byrnes graduated from The Ohio State University College of Law (Moritz), and from Harvey Mudd College in Claremont. Don't ask what years he graduated.

Kathleen Cahill is committed to advocating for employees in all areas of employment rights, from sexual harassment and discrimination to employment agreements and non-compete agreements. Ms. Cahill represents individuals from all professions, trades, and workplace roles. Ms. Cahill also represents victims of sexual assault, medical malpractice, and other serious personal injury. She has been litigating for over 30 years in the state and federal courts, and also has successfully resolved many disputes through negotiation and mediation. Ms. Cahill is committed to providing a full and realistic analysis of options, rights and remedies, and a plan that fits each individual client's circumstances. Ms. Cahill began her career at Piper & Marbury (now DLA Piper) and launched her own firm to focus on representing individuals. Ms. Cahill also has served and lectured nationally and locally in many leadership roles among employment lawyers and trial lawyers, including as Chair of MELA and as a Board Member of NELA, the Bar Association of Baltimore City, MAJ, and AAJ's Employment Rights Section. Ms. Cahill has taught trial advocacy at University of Baltimore School of Law for #NELA16 2765

more than 15 years. Ms. Cahill is well known for her intense focus, tenacity, practical “smarts,” and tireless commitment to her clients.

The Honorable David G. Campbell is a United States District Judge for the District of Arizona. He is chair of the Advisory Committee on the Federal Rules of Civil Procedure, having served on that committee for seven years. Before his appointment to the bench, Judge Campbell was a commercial litigator with the law firm of Osborn Maledon in Phoenix, AZ. He graduated from the University of Utah Law School and served as a law clerk for Justice William H. Rehnquist of the U.S. Supreme Court and Judge J. Clifford Wallace of the Ninth Circuit Court of Appeals. Judge Campbell has worked with the courts of Botswana, South Africa, and Namibia on improving judicial case management, and has taught civil procedure and constitutional law at the Arizona State and Brigham Young University Law Schools.

Sonia Chopra, Ph.D. is co-founder and president of Chopra Koonan Litigation Consulting. Chopra Koonan Litigation Consulting is focused on providing our clients with valuable real world advice on how to succeed in all aspects of litigation. We combine our 40-plus years of trial consulting experience with current social science theory to develop winning case strategies, effective witness preparation techniques, valuable pre-trial research, and game changing jury selection methods. Dr. Chopra has been involved in over 400 cases, ranging from multi-million-dollar civil litigation to high stakes criminal trials. She provides clients with assistance in litigation and settlement strategy, storytelling and theme development, damages valuation, opening statements and closing arguments, focus group and trial simulation research, witness preparation, and jury selection. Her practice specialties include plaintiff-side personal injury, employment and civil rights litigation, and criminal defense. She has served on the Board of Directors of the American Society of Trial Consultants and is the former General Editor of the trial manual, *Jurywork:® Systematic Techniques*.

Susan M. Coler is a Partner at Halunen Law in Minneapolis, Minnesota. Her primary practice now involves representing whistleblowers across the United States who challenge illegal corporate conduct, including fraud against the government (*qui tam* cases). These whistleblowers have alleged fraud in areas including procurement, defense, small business, health care, and pharmaceuticals. As a Labor and Employment Law Specialist, Ms. Coler has also brought many successful retaliation claims in connection with False Claims Act/*qui tam* cases and as stand-alone actions. Ms. Coler speaks regularly on whistleblower-related topics, employment law and the False Claims Act. She was the 2015 recipient of the Karla Wahl Dedicated Advocacy Award from the Minnesota Chapter of the National Employment Lawyers Association and is on the Super Lawyer’s list of Top 50 Women Attorneys in Minnesota. A graduate of Northwestern University School of Law in Chicago, Illinois, Ms. Coler also has graduate degrees in music and pastoral studies.

Amy L. Coopman is Of Counsel with the Kansas City law firm Foland, Wickens, Eisfelder, Roper & Hofer, P.C., principally representing plaintiffs in employment-related disputes, including claims of discrimination, harassment, retaliation, wrongful discharge, FMLA and FLSA rights, and employment agreement violations. Ms. Coopman has served on the NELA Executive Board since 2012 and is Past-President of the Kansas City NELA affiliate (2009-2011) and Eighth Circuit NELA (2006-2008). Ms. Coopman served on NELA Annual Convention Committees in 2011-2012, and currently serves on the NELA Executive, Membership, and Fundraising Committees. Ms. Coopman has been selected as a Missouri “Super Lawyer” annually since 2012, and was selected as a 2013 Missouri Lawyers Weekly “Legal Champion” for her work in a Muslim discrimination case that resulted in a \$5.12 million jury verdict for her client.

Linda M. Correia is a member of Correia & Puth, PLLC, where she devotes her practice to representing employees confronting discrimination and retaliation under Title VII, Title IX, and other state and federal civil rights statutes. Ms. Correia has been a frequent speaker on topics including discovery and trial strategy, use of focus groups for case analysis and trial preparation, juror bias, sexual harassment, overcoming bankruptcy issues in litigation, and successor liability. In 2009, the Metropolitan Washington Employment Lawyers Association (MWELA) honored Ms. Correia as its “Lawyer of the Year.” Ms. Correia shared in the 2000 Trial Lawyer of the Year Award presented by Trial Lawyers for Public Justice. She has been recognized among the Best Lawyers in the Washington, D.C. area since 2009, and since 2013, has been named as one of the Top 50 Women Washington, D.C. Area Super Lawyers. Ms. Correia was elected to the NELA Executive Board in 2014, and served as President of MWELA (2004-2007), where she continues to serve on the Board of Directors. Ms. Correia also serves on the Board of Directors of the Public Justice Foundation (2000-present) and on the Board of Governors of the Trial Lawyers Association of Metropolitan Washington, D.C. (2007-present). Ms. Correia is a 1991 graduate of the Washington College of Law of the American University and earned her undergraduate degree from Boston University in 1985.

Justin D. Cummins founded Cummins & Cummins, LLP in Minneapolis with his brother Brendan to prosecute employment, civil rights, and consumer protection cases. Mr. Cummins is an MSBA Board Certified Labor & Employment Law Specialist. He is also past Chair of the Minnesota State Bar Association’s Labor & Employment Law Section and a past Officer of the National Employment Lawyers Association’s Eighth Circuit and Minnesota Boards. Mr. Cummins currently serves as *Amicus* Committee Chair of the Employee Lawyers Association of the Upper Midwest. In addition, he has taught employment and civil rights law at the University of Minnesota Law School and William Mitchell College of Law.

Mr. Cummins's peers have consistently designated him a Super Lawyer, and *Minnesota Lawyer* has identified him as one of the top attorneys in Minnesota.

Cornelia Dai is a partner at Hadsell Stormer & Renick LLP, a plaintiff-side law firm in Pasadena, California. She practices in both state and federal court. Ms. Dai was one of the plaintiffs' counsel in *South Central Farmers Feeding Families v. City of Los Angeles*, a case brought on behalf of over 300 low-income families in a struggle to preserve land for a much-needed urban community garden in South Los Angeles. In addition, she was one of the Doe plaintiffs' counsel in the state litigation of the international human rights case *Doe v. Unocal*, which involved human rights abuses by a large oil company against Burmese villagers. Ms. Dai has been named to the Southern California Super Lawyers® list as a Rising Star or Super Lawyer each year since 2005, and has been listed in The Best Lawyers in America every year since 2012. In 2011, she was selected as one of the Top 75 Labor & Employment Lawyers in California by the *Daily Journal*. She is recognized as a Top Trial Lawyer by the National Trial Lawyers Top 100, an organization composed of the most qualified attorneys in each state who exemplify superior qualifications, trial results and leadership in civil plaintiff or criminal defense law. Ms. Dai is an active member of the Executive Committee of the Los Angeles County Bar Association's Labor and Employment Law section and Co-Chair of the California Employment Lawyers Association's Wage and Hour Committee. Ms. Dai is a 1995 graduate of U.C. Berkeley, with a Bachelor of Arts degree in Sociology. She earned her Juris Doctorate from USC Law School in 1999.

Thomas M. Diachenko is a 27-year attorney with his own active litigation practice located in San Diego and which includes a relatively high volume of wage and hour cases. Among the cases he has tried, six of them were wage and hour cases and one of them included a PAGA claim. He has represented hundreds of employees in single and multiparty wage and hour (non-class action) cases and has come to appreciate the value of PAGA in overcoming various defense tactics which are used to avoid legal responsibility for wage theft. Mr. Diachenko graduated *cum laude* from the University of San Diego School of Law where he was also a member of the *San Diego Law Review*. He is also a registered nurse who worked as a pediatric ICU nurse before and during law school. He is currently the column editor for the Civil Procedure and Policy section of the Trial Bar News for Consumer Attorneys of San Diego where he also served as a board member. Mr. Diachenko has been a long time workshop leader for San Diego Inns of Court and has volunteered on several boards, committees, and community organizations for various legal organizations and the underserved over the years. He is honored to be here to share his experience in trying a PAGA case with the hope that we can all better serve the clients we represent.

Kathryn Burkett Dickson is repeatedly recognized as one of California's top employment litigators. She brings more than 35 years of litigation experience to Dickson Geesman LLP. Most of her clients are individuals in employment discrimination, harassment, wrongful termination, and whistleblower actions, although she has also had notable success in several high-profile class action cases. Ms. Dickson is committed to representing the entire spectrum of employees from entry-level workers to top-level executives. She is a frequent speaker on employment issues, and has made presentations to the American Bar Association, the California State Bar Labor and Employment Section, the National Employment Lawyers Association (NELA); the California Employment Lawyers Association (CELA); American Law Institute – American Bar Association (ALI-ABA); and many others. She is a past Board Member of both NELA and CELA, the largest national and state organizations of lawyers representing employees. Recent recognition includes her consistent annual listing among the "Top 50 Women Lawyers in Northern California" and the "Top 100 Lawyers in Northern California"—both of which cover all fields of law—and her election to the national College of Labor and Employment Lawyers. Ms. Dickson serves as a Court-appointed Early Neutral Evaluator and Mediator for the U.S. Federal Courts. In 2013, Ms. Dickson was awarded the prestigious Joe Posner award by the California Employment Lawyers Association. She is a graduate of Stanford University and the UC Hastings School of Law.

The Honorable Bernice B. Donald, a Judge on the United States Court of Appeals for the Sixth Circuit, received her law degree from the University of Memphis Cecil C. Humphreys School of Law. Prior to being appointed to the U.S. Court of Appeals in 2011, she served on the U.S. District Court for more than fifteen years. Judge Donald has served as faculty at the National Judicial College, the Federal Judicial Center, and the Judge Advocate General's Legal Center & School. In addition, she has served as faculty for international programs in Romania, Mexico, Turkey, Brazil, Bosnia, Jordan, Botswana, South Africa, Namibia, Senegal, Rwanda, Tanzania, Russia, Egypt, Morocco, Uganda, Thailand, Armenia, Jamaica, Pakistan, Kyrgyzstan, London, UK, Costa Rica, Vietnam, and the Philippines. Judge Donald's writings include the following: *Not Your Father's Legal Profession: Technology, Globalization, Diversity, and the Future of Law Practice in the United States*, 44 U. Mem. L. Rev. 645 (2014); *Bringing Back Reasonable Inferences: A Short, Simple Suggestion for Addressing Some Problems at the Intersection of Employment Discrimination and Summary Judgment*, 57 N.Y.L. Sch. L. Rev. 749 (2012-2013); and *The Not-So-New Normal of the Legal Profession: Facing and Confounding the Odds*, 23 Am. U. J. Gender Soc. Pol'y & L. 1 (2014). Additionally, she is currently working on *A Resource Guide for Judges on Implicit Bias*, to be published in late 2016.

Andrew Dwyer is a member of Dwyer & Barrett, L.L.C., an employment discrimination and civil rights firm in Newark, New Jersey. His practice focuses exclusively on litigation representing employees bringing claims of discrimination, #NELA16 2767

harassment, and retaliation against their employers. Mr. Dwyer graduated from Harvard College and NYU Law School. Following a judicial clerkship for the Hon. Dickinson R. Debevoise, U.S.D.J., he worked for the National ACLU and the Center for Reproductive Law & Policy, litigating cases involving reproductive rights all over the country. For three years he worked for legal services, representing poor people in housing litigation. Since 1996, he has practiced primarily in New Jersey, exclusively representing employees in litigation against employers. Mr. Dwyer has tried to verdict a range of employment cases, including claims for whistleblowers, and discrimination and retaliation claims involving sexual harassment, age discrimination, race discrimination, gender discrimination, national origin discrimination, and handicap discrimination. He has successfully sued Fortune 500 corporations, as well as several universities, hospitals, public employers, and various smaller companies. Mr. Dwyer also has a substantial appellate practice in employment litigation, having handled dozens of appeals and having argued over 20 times before the Appellate Division, the New Jersey Supreme Court, and the Third Circuit, setting precedents in several areas of civil rights and employment litigation.

Brian East graduated from the University of Texas School of Law in 1977. He worked at legal aid for two years, and in private practice for 14 years, before joining the Texas “P&A,” Disability Rights Texas (formerly known as Advocacy, Inc.), which is a non-profit corporation advocating for the rights of people with disabilities. Mr. East has handled a number of disability-discrimination and disability-rights cases in state and federal court, and has written and lectured extensively on these issues. Mr. East is currently a Board Member of both the National Employment Lawyers Association (NELA) and the Texas Employment Lawyers Association (TELA). He is the co-author and editor of the chapter on “Workers with Disabilities” in the *Employee & Union Member Guide to Labor Law* (Thompson/West). Mr. East has received the 2003 Excellence in Public Interest award from the Texas Law Fellowships, the 2008 Martha Arbuckle Meritorious Service Award from the Austin Mayor’s Committee for People with Disabilities, and the 2011 J. Chrys Dougherty Legal Services Award from the State Bar of Texas.

Dennis E. Egan received his B.J. degree from the University of Missouri in Columbia in 1973, and his J.D. from the University of Missouri School of Law in 1976. Mr. Egan is a member and Managing Director of the Popham Law Firm, P.C., specializing in trial work with a particular emphasis in employment law. Mr. Egan is a frequent presenter/lecturer at CLE seminars on various topics relating to litigation practice, and the preparation and trial of employment discrimination cases. In May 2011, Mr. Egan was lead counsel in a harassment/retaliation case that produced a \$10.6 million verdict — the largest jury verdict returned under the Missouri Human Rights Act. In January 2014, Mr. Egan was lead counsel in an age discrimination case for 4 Supervisory employees fired for sending pornography on company e-mail. The jury found age discrimination motivated their firing and rewarded nearly \$1 million in back-pay and emotional distress. The case settled confidentially pending motions for future damages, attorneys’ fees, and costs. *The Kansas City Business Journal’s* Annual “Best of The Bar” has included Mr. Egan every year since the listing began in 2002. Mr. Egan has several times been named to “Super Lawyers Top 50 in Missouri-Kansas.” As founder of the Kansas City Chapter of the National Employment Lawyers Association (NELA) Egan served as President from 1993 until 2007, and will serve as a permanent emeritus member of KC NELA’s officers. He served a 12-year term on the NELA National Executive Board (1997-2010).

Sue Ellen Eisenberg, Principal of Sue Ellen Eisenberg & Associates, P.C., has devoted her legal career to implementing proactive, progressive, and preemptive solutions to challenging employment issues. She is dedicated to preventing and remediating discrimination, harassment, and retaliation in the workplace; ensuring lawful hiring, disciplinary, investigatory, and termination practices; and ensuring a workplace where everyone is treated with respect and dignity. Knowledgeable in all aspects of employment law, Ms. Eisenberg seeks early case resolution through negotiation and creative problem solving. Ms. Eisenberg assisted in drafting the Federal Guidelines on Sexual Harassment as a Special Assistant to the General Counsel at the Equal Employment Opportunity Commission in Washington, D.C. She received the Champion of Justice Award from the State Bar of Michigan and Congressional Recognition from U.S. Senator Debbie Stabenow for “significant contributions toward improving the well-being of women in the workplace and the community.” In 2015, Ms. Eisenberg presented at the Sixth Circuit Judicial Conference about cutting-edge ADA issues regarding telecommuting as a reasonable accommodation after *EEOC v. Ford*. A Fellow of the College of Labor and Employment Lawyers and recipient of a myriad of honors for her extraordinary contributions to the field of labor and employment law, she has consistently been included in the list of “Best Lawyers in America” and “Super Lawyers” in the state of Michigan.

Professor Samuel Estreicher serves as the Dwight D. Opperman Professor of Law at New York University School of Law, director of its Center for Labor and Employment, and co-director of its Opperman Institute of Judicial Administration. Professor Estreicher is the author of several books, including leading casebooks, and over 100 scholarly articles in the fields of labor and employment law and the litigation system, including his forthcoming *Beyond Elite Law: Access to Civil Justice for Americans of Modest Means* (Cambridge Univ. Press., 2016). He received his A.B. from Columbia College, his M.S. in Industrial Relations from Cornell University, and his J.D. from Columbia Law School, where he was editor-in-chief of the *Columbia Law Review*. After clerking for the late Judge Harold Leventhal of the U.S. Court of Appeals for the D.C. Circuit, practicing for a year with a union-side law firm, and then clerking for the late Justice Lewis F. Powell, Jr. of the U.S. Supreme Court, Professor Estreicher joined the NYU faculty in 1978. He is the former Secretary of the Labor and Employment Law Section of the American Bar Association, a former chair of the Committee on Labor and Employment Law of the Association of the Bar for the City of New York, and, most recently, Chief Reporter of the new Restatement of

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Employment Law, sponsored by the American Law Institute. His practice, both as an advocate and increasingly as a neutral, covers the wide range of issues affecting the employment relationship, including appellate work, designing ADR systems, training supervisors for performance-based management and employee involvement initiatives, global labor and employment law compliance, and systemic practices litigation in the U.S.

Paige Fiedler works in Des Moines, Iowa, at Fiedler & Timmer, PLLC, which she founded in 2001. The firm has seven attorneys and fights for workers with employment and civil rights claims throughout Iowa and Nebraska. Ms. Fiedler is a 1987 graduate of Simpson College and a 1994 graduate of Drake University Law School.

Barbara E. Figari represents employees on both an individual and class-wide basis in state and federal courts, as well as in arbitrations throughout California. Ms. Figari is a graduate of the University of Minnesota School of Law, and an Executive Board Member of the California Employment Lawyers Association, a NELA affiliate. Ms. Figari tries multiple employment cases per year as lead trial counsel, and represents clients in the California Supreme Court, California Court of Appeal, and Ninth Circuit Court of Appeals. Ms. Figari's practice focuses primarily on whistleblower, discrimination, and harassment cases, along with representation of low-wage earners in various Labor Code violations. Ms. Figari is a frequent presenter at the State Bar of California Annual Convention, as well as numerous trial lawyers associations in California. Ms. Figari also serves as a Specially Appointed Assistant District Attorney for the County of Los Angeles, exclusively to try criminal cases to juries throughout Los Angeles.

James M. Finberg is a partner at Altshuler Berzon LLP. He is a graduate of Brown University and the University of Chicago Law School, where he was Executive Editor of the *University of Chicago Law Review*. From 1992 through 2006, he was a partner at Lieff, Cabraser, Heimann & Bernstein, LLP. In 2005, he served as President of the Bar Association of San Francisco. He served as the Co-Chair of the Lawyers' Committee for Civil Rights of the San Francisco Bay Area from 1997 through 1998 and 2009 to 2010, and currently serves on its Board. He also serves as Secretary of the Board of Directors of the Legal Aid Society—Employment Law Center of San Francisco. He served on the Board of Directors of the National Employment Lawyers Association from 2011 to 2013. He was an adjunct professor of law at the University of California Hastings College of the Law in 2008, where he taught Employment Discrimination Law. He is a fellow of the American College of Labor and Employment Lawyers and the American Bar Foundation. He is the author, or co-author, of numerous articles and book chapters on various topics of discrimination and wage/hour law and the use and trial of class and collective actions. From 2005-2013, he was listed by *San Francisco Magazine* as one of the Top 100 "Super Lawyers" in Northern California, and has been listed as a Super Lawyer since 2004. Since 2005, he has also been listed in "The Best Lawyers in America" for labor and employment Law. In 2009, he was named a "California Lawyer of the Year" by *California Lawyer Magazine* in the field of civil rights. He was named The Best Lawyers' 2014 Labor and Employment "Lawyer of the Year" in San Francisco.

Charlotte Fishman is a San Francisco-based expert in the field of gender discrimination in the workplace. She is a nationally recognized leader of the plaintiffs' employment law bar for her work developing legal strategies to ferret out and combat discrimination based on stereotyping and implicit bias. She currently serves on the Executive Board of the National Employment Lawyers Association (NELA) and is a cofounder, editor, and Co-Chair of CELA VOICE, the blog of the California Employment Lawyers Association. CELA VOICE is a source of readable opinion pieces on breaking news developments in employment law and trending workplace issues. Her writing draws on over 30 years of experience as a civil rights attorney working on behalf of plaintiffs in employment discrimination cases, as a woman in the workplace, and as a mother of two girls. A graduate of Barnard College and the Harvard Law School, she has represented individuals from diverse backgrounds, ranging from undocumented immigrants to women denied tenure at major universities. From 1983-86 she served as a staff attorney for the California Department of Fair Employment and Housing, handling cutting edge cases involving issues of race, physical handicap, and gender. In 1986 she founded a plaintiff-side employment law firm, focusing on the representation of women in glass ceiling discrimination cases. In 2001 she joined Equal Rights Advocates as Director of its Higher Education Legal Advocacy Project, a three-year project, funded by the Ford Foundation, to identify continuing barriers to the success of women in academia and to develop strategies to overcome them.

Louise F. Fitzgerald, Ph.D., is one of the leading social science experts in the country on the topic of sexual harassment. Professor Emeritus of Psychology at the University of Illinois, and Distinguished Senior Scholar in the Psychology Department at DePaul University, she is the author of more than one hundred scholarly articles, chapters, and monographs, and has provided consultation services to both plaintiff and defense attorneys in various types of sex discrimination and sexual assault litigation. Specializing in psychological and organizational assessment, she consults frequently with the EEOC, the Department of Justice, and presents widely to various professional groups. Dr. Fitzgerald was the social science consultant to Professor Anita Hill's legal team during the confirmation hearings of U.S. Supreme Court Justice Clarence Thomas, and serves extensively as a behavioral science consultant and expert witness. She was the government's expert in *U.S. v. Lanier*, decided by the U.S. Supreme Court, and has testified in a number of high-profile cases (e.g., *Jenson, et al., v. Eveleth Mines, et al.*); she assisted in developing the American Psychological

Association's *amicus* brief in *Harris v. Forklift* and the National Employment Lawyers Association's brief in *Burlington Industries v. Ellerth*.

Professor Michael L. Foreman focuses on appellate representation in civil rights issues and employment discrimination cases and directs Penn State's Civil Rights Appellate Clinic, which has served as counsel on numerous cases in the United States Supreme Court and the federal appellate courts and is involved in several cases currently pending. He argued *Coleman v. Maryland Court of Appeals* in 2012. In addition to other work, the clinic has served as counsel on *amicus* briefs filed with the United States Supreme Court in several of their recent employment cases including *Township of Mount Holly, et al., v. Mt. Holly Gardens Citizens in Action, Inc.*, *Nassar v. Southwestern Medical Center*, *Vance v. Ball State*, *Thompson v. North American Stainless, LP*, *Staub v. Proctor Hospital*, *Rent-A-Center, West, Inc. v. Jackson*, *Gross v. FBL Financial Services, Inc.*, *Ricci v. DeStefano*, and *Pyett v. 14 Penn Plaza, LLC*. Professor Foreman is frequently called upon to testify before Congress and the EEOC on the impact of the Supreme Court decisions affecting civil rights and employment issues. Prior to joining Penn State he was deputy director of Legal Programs for the Lawyers' Committee for Civil Rights Under Law. Professor Foreman was acting deputy general counsel for the U.S. Commission on Civil Rights, where he served as the lead attorney for the commission's investigation of the voting irregularities in the 2000 presidential election. A recipient of the Carnegie Medal for Outstanding Heroism, Professor Foreman has been honored by Shippensburg University with the Jesse S. Heiges Distinguished Alumnus Award. He was also selected by Harvard Law School as a Wasserstein Fellow, which recognizes dedicated service in the public interest.

Michael R. Fox is the managing partner at Fox & Fox, SC in Monona, Wisconsin. Mr. Fox has litigated cases successfully in both state and federal courts involving constitutional issues, employment disputes, whistleblower/retaliation complaints, personal injury, legal malpractice, intellectual property, business disputes, insurance bad faith, breaches of fiduciary duty, securities, and class actions. Over the past thirty-five years Mr. Fox has been recognized as a top lawyer in Best Lawyers in America, Chambers U.S.A. (top plaintiff's employment lawyer in Wisconsin), *Law and Politics*, *Madison Magazine*, and the *American Lawyer*. He was chosen to be a member of the Wisconsin chapter of the American Board of Trial Advocates, the American College of Employment Lawyers, Litigation Counsel of America, and the National Association of Trial Lawyers. He was recently honored by *The Wisconsin Law Journal* as a 2012 "Leader in the Law" and by Best Lawyers in America as the top employment lawyer in the Madison, Wisconsin area in 2013. Mr. Fox earned his J.D. at the University of Wisconsin Law School in Madison, Wisconsin.

Randy H. Freking, a founding partner of Freking Myers & Reul, lives in Cincinnati with his wife, and they have four children. Mr. Freking is the author of the American Bar Association's *Consumer Guide to Employee Rights* (2015) and the self-published *The Real Employee Handbook* (2012). He has successfully represented many employees in trials in state and federal courts in Ohio and Kentucky since December 1990, securing several million-dollar-plus jury verdicts during his 50 jury trials that went to verdict. Mr. Freking is Chair of the Cincinnati Employment Lawyers Association, has been recognized in every edition of "Best Lawyers in America" since 1994, has received "Super Lawyer" designations since its inception, has been one of the top 10 vote recipients in Ohio for several years in surveys of Ohio lawyers by *Law and Politics Magazine*, was recognized by *Cincinnati Magazine* as one of the most influential lawyers in Cincinnati in October 2008, and has been recognized by *Cincy Business Magazine* as one of Cincinnati's "Leading Lawyers" over the last eight years.

Thomas J. Gagliardo has been a NELA member for nearly two decades. He is a past chair of the Maryland Employment Lawyers Association and the Labor and Employment Section of the Maryland State Bar Association. He is currently a board member of the Metropolitan Washington Employment Lawyers Association and was the recipient of MWELA's Lawyer of the Year in 2000. He is general counsel to the American Federation of Government Employees Local 1923, which has representation rights for approximately 30,000 employees in eight federal agencies. Previously, he was in private practice in Maryland and the District of Columbia.

Joseph D. Garrison is the senior partner at Garrison, Levin-Epstein, Fitzgerald & Pirrotti, P.C., in New Haven, Connecticut, where he practices employment law on behalf of employees. Mr. Garrison is an elected member of the American College of Trial Lawyers and the American Board of Trial Advocates. He served for three years as President of the National Employment Lawyers Association (NELA) and was a Charter Fellow in the Board of Governors of the College of Labor and Employment Lawyers, later serving as its national President. As an elected member of the American Law Institute (ALI), Mr. Garrison has been substantially involved in drafting the highly-influential Restatement (Third) of Employment Law, which was published in 2014. In 2015, *The Connecticut Law Tribune* honored him with a Lifetime Achievement Award. He increasingly focuses his practice on mediation and arbitration and has served since 2009 as a member of the Board of Directors of the American Arbitration Association (AAA).

Jennifer Goldstein is the Associate General Counsel at the Equal Employment Opportunity Commission where she leads the Office of General Counsel's Appellate Division. In that role, she worked with the Solicitor General's office to prepare the Government's briefs and oral argument in *EEOC v. Abercrombie & Fitch Stores, Inc.* (S. Ct.). Ms. Goldstein also has filed briefs on a wide range of employment discrimination matters and has argued some 50 cases in the United States Supreme Court. #NELA16 2770

States Courts of Appeals on behalf of the EEOC, both as plaintiff and as *amicus curiae*. She has also served as Legal Advisor to the General Counsel. Prior to her tenure with the EEOC, Ms. Goldstein was a law clerk to Judge Stephanie K. Seymour of the U.S. Court of Appeals for the Tenth Circuit. Ms. Goldstein is a graduate of the University of Chicago Law School.

The Honorable Elaine Gordon is a retired Connecticut Superior Court trial judge, having been appointed in 1988 and retiring in 2011. During her 23-year tenure on the bench, Judge Gordon decided, mediated, or assisted in the settlement of virtually every type of dispute. Her expertise covers commercial, construction, employment, environmental, insurance, professional malpractice, personal injury, product liability, estate, family, and municipal cases. Upon retirement, Judge Gordon founded Gordon ADR to provide mediation and arbitration services to the legal community, and has successfully mediated hundreds of cases since leaving the bench. Judge Gordon is a distinguished fellow with the International Academy of Mediators and a member of the National Academy of Distinguished Neutrals. In 2013, Judge Gordon was awarded the prestigious Judge Robert Zampano Award for Excellence in Mediation. Judge Gordon has taught trial practice at the Yale Law School and is an honors graduate of Northwestern University and the UCONN Law School.

Margo Hasselman Greenough is a partner in Renaker Hasselman LLP in San Francisco. She represents individual clients with claims for all types of employee benefits and assists employees with transitions in and out of jobs. She assists employees from executives to hourly workers with review, analysis, and negotiation of employment contracts and severance agreements for people starting a new job or leaving an old one (voluntarily or involuntarily). Her work also includes advising people on strategy and legal rights through transitions to disability leave or retirement. Ms. Hasselman Greenough has also served as counsel in class and multi-plaintiff actions in the employee benefits, wage and hour, and civil rights fields. Ms. Hasselman Greenough frequently writes and speaks on a wide range of issues in employee benefits law.

Professor Anthony Greenwald was elected a member of the American Academy of Arts and Sciences in 2007. He is presently Professor of Psychology at the University of Washington (1986-present) and was previously at Ohio State University (1965-86). Professor Greenwald received his B.A. from Yale (1959) and Ph.D. from Harvard (1963). He has published over 180 scholarly articles, served on editorial boards of 13 psychological journals, and has received three major research career awards—the Donald T. Campbell Award from the Society of Personality and Social Psychology (1995), the Distinguished Scientist Award from the Society of Experimental Social Psychology (2006), and the William James Fellow Lifetime Achievement Award from the Association for Psychological Science (2013). In 1995 Professor Greenwald invented the Implicit Association Test (IAT; published in 1998 and achieving 5,000 scholarly citations as of 2013). The IAT rapidly became a standard for assessing individual differences in implicit social cognition. Its method has provided the basis for three patent applications and numerous applications in clinical psychology, education, marketing, and diversity management. The story of the IAT's development and significance appears in *Blindspot: Hidden biases of good people* (Delacorte Press, 2013, co-authored with Mahzarin Banaji).

Charles E. Guerrier is Of Counsel with the firm of Haynes & Haynes, P.C. For 29 years prior to joining Haynes & Haynes, Mr. Guerrier was employed by the U.S. Equal Employment Opportunity Commission, where he served as Trial Attorney, Senior Lead Trial Attorney, and Regional Attorney. While with the Commission, Mr. Guerrier was responsible for directing trial teams across the country, including in Alabama, California, Florida, Minnesota, Mississippi, Minnesota, and Washington. Mr. Guerrier also served as an adjunct professor of law for 25 years at Case Western Reserve University School of Law (his alma mater) where he taught courses on sex discrimination, employment and discrimination law, and ethics and law reform. Early in his career he worked with Women's Law Fund, Inc., a not-for-profit public interest litigation group. He served both as a Staff Attorney and Executive Director and he had the pleasure of working with Ruth Bader Ginsburg. Mr. Guerrier is currently the President of the Alabama Chapter of the National Employment Lawyers Association (NELA-AL). He is admitted to the bars of the Supreme Court of the United States, the Supreme Court of Ohio, the Supreme Court of Alabama, and various federal district courts and courts of appeal.

Sharon Fast Gustafson is a solo practitioner in Arlington, Virginia. She received her J.D. from Georgetown University Law Center, *cum laude*, in 1991. After law school she worked for four years in the labor and employment law group at Jones, Day in Washington, D.C., where she also handled adoption matters pro bono. Ms. Gustafson now practices in Virginia, Maryland, and the District of Columbia, representing and advising both employees and employers in all aspects of employment law. In 2016, the Metropolitan Washington Employment Lawyers Association awarded Ms. Gustafson its Lawyer of the Year award.

J. Gary Gwilliam, a partner of Gwilliam, Ivary, Chiosso, Cavalli & Brewer, is considered one of the best consumer trial attorneys in the state. He is a past president of Consumer Attorneys of California (formerly California Trial Lawyers Association) and The Public Justice Foundation, (formerly Trial Lawyers for Public Justice). He has tried over 180 jury trials to verdict. Mr. Gwilliam is an author of the award-winning book, *Getting a Winning Verdict in My Personal Life: A Trial Lawyer Finds His Soul*, and numerous articles on California consumer law. He is a frequent lecturer in areas of tort law, employment law, substance abuse, and ethics.

George A. Hanson was born and raised in Lawrence, Kansas. In 1988, Mr. Hanson graduated with High Honors from Oberlin College with a B.A. in History. In 1992, Mr. Hanson obtained his J.D., *cum laude*, from the University of Minnesota Law School. Mr. Hanson is one of the region's leading commercial litigators and trial lawyers. Mr. Hanson has been named "Best of the Bar" by the *Kansas City Business Journal* for ten years and has also been elected a Missouri Super Lawyer every year since 2006. Mr. Hanson has been named a "Local Litigation Star" by Benchmark Plaintiffs and was recently selected by his peers for inclusion in The Best Lawyers® in America 2014, 2015, and 2016. Additionally, he was named the Best Lawyers® 2015 Kansas City, MO—Class Actions, Plaintiffs "Lawyer of the Year," and Best Lawyers® 2016 Mass Tort Litigation/Class Actions-Plaintiffs "Lawyer of the Year" in Kansas City, MO. Mr. Hanson is rated AV—the highest designation a lawyer can achieve from publisher Martindale Hubbell.

Professor Michael C. Harper is a leading authority in the areas of labor law, employment law, and employment discrimination law. Professor Harper has co-authored several major casebooks, both in Employment Discrimination and Employment Law and in Labor Law. Professor Harper is the author of many law review articles and book chapters on a broad variety of labor and employment law topics, including age discrimination in employment, the scope of bargaining, consumer boycotts, and the allocation of decision-making authority between federal and state courts and between the Labor Board and private arbitrators. He has published in a wide array of journals, including the *Harvard Law Review*, the *Yale Law Journal*, the *Virginia Law Review*, the *Pennsylvania Law Review*, and the *Michigan Law Review*. One of his major recent articles, "Judicial Control of the National Labor Relations Board's Lawmaking," was published in the *Boston University Law Review*. Professor Harper served as a reporter for the American Law Institute's recently completed Restatement of Employment Law Third. Early in his career, Professor Harper clerked for Judge J. Skelly Wright of the U.S. Court of Appeals for the District of Columbia Circuit and served as staff attorney and director of the Student Internship Program at the Center for Law and Social Policy in Washington, DC.

Cathy A. Harris is a co-manager of the firm of Kator, Parks, Weiser & Harris, PLLC, in Washington, DC. Ms. Harris is experienced in representing federal employees in discrimination and other matters before the MSPB, EEOC, and in the federal courts. Ms. Harris received the 2010 Attorney of the Year award from the Metropolitan Washington Employment Lawyers Association. She has been counsel in at least five separate federal sector class actions, including *Burden v. Barnhart*, on behalf of African American males at the Social Security Administration, which settled for more than \$7.8 million, *Hatcher v. VA*, on behalf of African American employees at the Richmond, Virginia VA Hospital, which settled for \$5 million, and *Garcia v. Holder*, on behalf of female Special Agents at the Drug Enforcement Administration, in which class-wide discrimination was found by the EEOC.

Alicia K. Haynes practices exclusively in the area of plaintiff's employment law. She currently serves as President of the Executive Board for the National Employment Lawyers Association (NELA) and serves on the executive boards of Alabama NELA and the Labor and Employment Section of the Alabama State Bar. In 2002, she litigated a race discrimination case that stemmed from the denial of promotions to two African-American men where the jury rendered a verdict of \$3.5 million. This case eventually made its way to the U.S. Supreme Court, which resulted in a favorable *per curiam* opinion in *Ash, Hithon v. Tyson*. The case significantly changed the standard in employment discrimination cases in the Eleventh Circuit involving promotion decisions wherein the antiquated "slap you in the face" standard was nullified as an appropriate standard. The case also established that referring to an African American male as "boy" in the workplace could be evidence of discrimination depending on the tone, inflection, context, and historical usage of the word. Ms. Haynes has been recognized for the last seven years in the separate editions of Best Lawyers in America, Super Lawyers, and The Best Lawyers in Alabama in the area of Labor and Employment Law.

Gilda "Jill" Hernandez has been a wage and hour practitioner for nearly 20 years, first as a government official for the United States Department of Labor, Wage and Hour Division and then as an attorney. She has a breadth of experience in complex civil litigation matters, and she has served as counsel in large wage and hour class actions involving thousands of employees. In 1997, Ms. Hernandez started her wage and hour career as a government official with the U.S. Department of Labor, Wage and Hour Division in Los Angeles, CA. She initiated field investigations of industrial, agricultural, and other business establishments to obtain compliance with federal labor and immigration laws; enforced immigration programs under the amended H-1(B) program of INA and employment eligibility; and enforced federal labor laws regarding minimum or prevailing wage rates, overtime pay, family medical leave, wage garnishment, migrant safety and health protection, government contracts, and similar matters related to employment and hours worked. She worked closely with employers to ensure their understanding of the requirements of the law and advised them on how to reach and maintain compliance. Currently, Ms. Hernandez's practice is focused on representing individual plaintiffs and plaintiffs in complex collective and class action litigation for alleged violations of the FLSA, NCWhA, and any other state's wage and hour laws. Additionally, Ms. Hernandez has been interviewed for and appeared on television, radio, and in print media discussing relevant wage and hour issues affecting employees in various industries subject to the FLSA and the NCWhA.

Christopher Ho, a senior staff attorney at the Legal Aid Society—Employment Law Center in San Francisco, has litigated cases that have contributed to the positive development of the law concerning the legal protections available to #NELA16 2772

undocumented and formerly undocumented workers, including *Contreras v. Corinthian Vigor Ins. Brokerage, Inc.*, 25 F.Supp.2d 1053 (N.D. Cal. 1998), and 103 F.Supp.2d 1180 (N.D. Cal. 2000); *Singh v. Jutla*, 214 F.Supp.2d 1056 (N.D. Cal. 2002); *Rivera v. Nibco, Inc.*, 364 F.3d 1057 (9th Cir. 2004), *cert. denied*, 544 U.S. 905 (2005); *Salas v. Sierra Chemical Co.*, 59 Cal.4th 407, *cert. denied*, 135 S.Ct. 755 (2014); and *Guerrero v. California Dept. of Corrections and Rehabilitation*, 119 F.Supp.3d 1065 (N.D. Cal. 2015). Mr. Ho received a *California Lawyer* Attorney of the Year Award in 2004 and Stanford Law School's Alumni Public Service Award in 2007. He currently serves on the U.S. Equal Employment Opportunity Commission's Select Task Force on the Study of Harassment in the Workplace.

Elissa J. Hobfoll is a solo practitioner in Chicago, Illinois and Of Counsel with the Law Offices of Colleen McLaughlin, in Wheaton, Illinois. Ms. Hobfoll has dedicated her career to the practice of employment law. She litigates complex individual, collective, and class claims related to workplace discrimination, harassment, whistleblower activity, wage and hour violations, leave practices, unemployment benefits, and retaliation in state, federal, appellate, and administrative courts and agencies. Ms. Hobfoll has extensive experience negotiating dispute resolutions ranging from multi-million dollar settlements to severance and reinstatement agreements. In addition, she provides consultation services for small businesses conducting internal investigations, payroll, and employee handbook audits, implementing employment policies, and drafting all manner of employment relationship contracts. Ms. Hobfoll is a contributor to the ABA FLSA Treatise and a member of NELA and NELA-Illinois; Federal Bar Association; Illinois State Bar Association; and the DuPage County Bar Association (2010 – 2012 Co-chair of the Labor and Employment Law Committee).

Arash Homampour is a trial attorney that represents individuals in catastrophic injury/wrongful death, employment, and insurance bad faith matters throughout California. He was named CAALA's 2010 trial attorney of the year and has been nominated as trial attorney of the year every year since 2004. In 2007, he was named one of the Top 20 Attorneys Under the Age of 40 by the *Los Angeles Daily Journal*. He also received recognition by the *Los Angeles Daily Journal* for obtaining one of the top 10 Verdicts in California in 2004. From 2005 through the present, he has earned the distinction of being a "Super Lawyer," with the additional recognition since 2010 as one of the top 100 Southern California Attorneys. He is also a real trial attorney who regularly tries difficult cases with four 8-figure verdicts and one 7-figure verdict in 2015 alone. He also handles appellate work and recently won a case that he briefed and argued before the California Supreme Court.

Jean K. Hyams is a founding partner of Levy Vinick Burrell Hyams LLP in Oakland, California and serves as chair of the governing board of the California Employment Lawyers Association, the statewide organization of attorneys who represent employees in employment disputes. Ms. Hyams is frequently asked to speak about litigation, employment law, and other topics at continuing legal education seminars throughout California, including those put on by the State Bar Labor and Employment Section, CELA, California Applicant Attorneys Association, Bar Association of San Francisco, and Continuing Education of the Bar. For the past four years, *San Francisco Magazine* has recognized Ms. Hyams as one of Northern California's "Super Lawyers" in the field of employment law, including two years as one of the "Top 50 Women Lawyers in Northern California" and, in 2009, as one of the "Top 100 Lawyers in Northern California." Ms. Hyams earned her J.D. from the University of California, Berkeley Law School (Boalt Hall) in 1989.

Todd F. Jackson represents employees in class action cases involving overtime pay, pension benefits, and employment discrimination. He has successfully served as lead counsel or co-lead counsel in numerous class actions, including class cases against IBM, Computer Sciences Corporation, KBR, Perdue Chicken, Masco Contractors, Farmers Insurance, American Families Insurance, Kelly Moore Paint Company, Corrections Corporation of America, the Tribune Company and Wells Fargo Bank, collectively resulting in over \$250 million in recovered wages and benefits. Mr. Jackson serves as a mediator on the ADR Program for the United States District Court for the Northern District of California. He is also available to conduct private mediations. Mr. Jackson is recognized as a national leader in class actions, ERISA law, and wage and hour practice and is a frequent speaker at legal conferences on those topics. Prior to joining the firm, Mr. Jackson was a shareholder at Lewis, Feinberg, Lee & Jackson, P.C. He served as a law clerk to Judge Judith Keep of the United States District Court for the Southern District of California.

Renuka V. Jain is a trial lawyer practicing plaintiff-side employment law in Los Angeles, California, and Houston, Texas. Ms. Jain was the chief of the Federal Trial division of the Harris County Attorney's Office and team lead on the *Vioxx* litigation for the Texas Attorney General, Civil Medicaid Fraud Division. She is board certified in labor and employment law by the Texas Board of Legal Specialization. In private practice since 1994, she has tried more than 30 employment discrimination, civil rights, whistleblower, eminent domain, wrongful death, and personal injury cases to verdict in Texas and California. Ms. Jain has argued before Texas and California appellate courts, the Fifth Circuit Court of Appeals, and the Texas Supreme Court. Ms. Jain's successful argument to the Texas Supreme Court in *Davis v. Fisk Electric*, 268 S.W. 3d 508 (Tex. 2008), reversed a jury verdict in an employment discrimination case based upon the improper exclusion of five African-American jurors from jury service. In 2014, Ms. Jain obtained one of Southern California's top 25 verdicts in a whistleblower case against the Los Angeles Unified School District. Ms. Jain is a member of the Consumer Attorneys Association of Los Angeles (CAALA), the Los Angeles County Bar Association, and a board member of the California Employment Lawyers Association (CELA).

Toni Jaramilla has 20 years of experience successfully litigating hundreds of cases of wrongful termination, retaliation, and discrimination/harassment based on race, gender, age, disability, sexual orientation, religion, pregnancy, and unpaid wages on behalf of workers. Her law firm, Toni Jaramilla, APLC is located in Los Angeles. With her convictions for social justice, she litigates passionately, continually earning the trust and respect of her clients and adversaries while achieving millions of dollars in verdicts and settlements. Ms. Jaramilla is a frequent speaker on radio shows and seminars. She is a current Board Member and a past Chair of the California Employment Lawyers Association (2011-2013) and a past Chair of the State Bar Labor & Employment Law Section (2004-2005). She received the Joe Posner Attorney of the Year Award in 2010 and was a 2013 nominee for the "Women Making a Difference" Award for the *Los Angeles Business Journal*. She is continually named a "Super Lawyer" and included in the selection of Women Leaders in the Law of the *LA Times*.

William (Bill) Jhaveri-Weeks represents plaintiffs in a range of public interest class actions, including wage and hour, employment discrimination, environmental and consumer protection, and disability access cases. He is a partner at Goldstein, Borgen, Dardarian & Ho, an Oakland, California, firm that has been at the forefront of public interest class action litigation throughout its nearly forty-five years of existence. Mr. Jhaveri-Weeks regularly publishes and speaks on issues related to employment litigation. He recently authored an *amicus* brief for NELA in the successful defense of a plaintiffs' wage-and-hour verdict in the Sixth Circuit Court of Appeals. Mr. Jhaveri-Weeks is on the Litigation Committee of Equal Rights Advocates in San Francisco, and a volunteer supervising attorney at the Legal Aid Society's Workers' Rights Clinic in the Bay Area. He graduated from Yale College with honors and NYU Law School (Order of the Coif), and clerked on the U.S. Sixth Circuit Court of Appeals.

Lester L. Jones has over 20 years' experience handling complex employment discrimination and harassment litigation, including jury trials in state and federal court, labor injunctions, and wage and hour class actions. He is also a skilled contract negotiator and NLRB practitioner. Before pursuing a career in the law, Mr. Jones taught high school in Beloit, Wisconsin for seven years. His background in education is an invaluable asset to his mediation, training, and litigation practice. His first experience as a management attorney was with the California Department of Personnel Administration where he represented the Governor of the State of California in all aspects of labor and employment litigation involving over 200 state agencies and departments with approximately 200,000 employees. Mr. Jones is a member of the American Bar Association and State Bar of California, including their labor law sections, as well as the Beverly Hills, Los Angeles County, and National Bar Associations. Mr. Jones graduated from McGeorge School of Law and was awarded the National Order of Barristers for his outstanding oral advocacy. He earned his B.A. in History and Master's Degree in School Administration from the University of Wisconsin, Whitewater.

Whitney Judkins works in Des Moines, Iowa, at Fiedler & Timmer, PLLC. She exclusively represents plaintiffs with employment and civil rights claims. Ms. Judkins is a 2007 graduate of Manhattan College and a 2009 graduate of Drake University Law School. Ms. Judkins has successfully tried many cases in both state and federal courts and has obtained multiple verdicts with six-figure emotional distress damages awards.

James Kan is a partner at Goldstein Borgen Dardarian & Ho, based in Oakland, California. Mr. Kan specializes in representing employees in complex employment matters in California and nationwide. He has successfully litigated numerous race discrimination class actions and wage and hour class and collective actions. He also represents individuals in executive and professional severance negotiations. Mr. Kan is a regular lecturer and panelist on the subjects of California and federal wage and hour law and employment discrimination class and collective actions. He received his B.A. from the University of North Carolina at Chapel Hill and his J.D. from Columbia University School of Law.

Joseph V. Kaplan received his undergraduate degree from the Pennsylvania State University in 1975, and his Juris Doctor in 1978 from Gonzaga University. In 1979, Mr. Kaplan received a Master of Laws, LL.M. from the George Washington University National Law Center, specializing in Labor and Employment Law. Mr. Kaplan's first position was with the National Treasury Employees Union (NTEU), where he was involved in labor litigation and negotiations. In 1986, Mr. Kaplan entered the private practice of law, concentrating in labor and employment law, as an associate with the firm of Passman & Broida. Mr. Kaplan continues to concentrate his practice in the areas of employment, labor, and discrimination law. While primarily representing Federal and D.C. Government employees and labor unions of the Federal and District of Columbia Governments, he also represents private sector employees. Mr. Kaplan's practice involves litigation in the U.S. Courts of Appeals, the U.S. District Courts, the U.S. Court of Federal Claims, the D.C. Court of Appeals, and the D.C. Superior Court, and such administrative agencies as the U.S. Merit Systems Protection Board (MSPB), the Federal Labor Relations Authority (FLRA), the U.S. Equal Employment Opportunity Commission (EEOC). He is active in NELA's Federal Employees Task Force, is the lead editor and co-author of the *Federal Employees Legal Survival Guide*, and is co-author of *Litigation Federal Sector Employee and Labor Disputes: A Practitioner's Handbook* by Dewey Publications. In 2008 Mr. Kaplan was selected to be a Fellow of The College of Labor and Employment Lawyers, Inc.

James H. Kaster is an experienced trial lawyer who concentrates on representing plaintiffs in employment cases. He has received multi-million-dollar verdicts for individual plaintiffs, including the highest award in Minnesota for emotional
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distress in an individual employment discrimination case. He also obtained the highest reported settlement for an individual sexual harassment client in state history. He is one of only a few plaintiffs' lawyers who are members of both the College of Labor and Employment Lawyers and the American College of Trial Lawyers, a group limited to one percent of America's trial attorneys. Mr. Kaster was given the highest ranking possible by Chambers, USA, which ranks lawyers throughout the nation. He has also argued cases before the state's and nation's highest courts, including *Kasten v. Saint Gobain Performance Plastics Corporation*, which resulted in a new standard for FLSA retaliation cases. Mr. Kaster takes his greatest pride in serving the best interest of his clients.

David L. Kern has conducted a nation-wide practice in wage and hour class actions for more than 20 years successfully representing thousands of employees in such cases and collecting millions of dollars on their behalves. He also provides expert services in wage and hour class action litigation matters with a special expertise in building and supporting complex damages databases. Mr. Kern received his B.A. from the University of Texas, El Paso in 1979 and his J.D. from the University of Texas School of Law, Austin in 1983 where he served on the *Texas Law Review*. He has been Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization since 1993. Mr. Kern's fellow lawyers have recognized him in Best Lawyers in America (2005-2016) and Texas Super Lawyers (2006-2016). He has been an active member of NELA since 1990 and has served on its Executive Board for more than a decade.

Jeff Kerr is a Texas native and alumnus of Rice University who graduated from Emory Law before co-founding the firm Mays & Kerr. Through managing the technical aspects of the firm, Mr. Kerr developed an interest in technology as it relates to the practice of law. After a few cases where eDiscovery was a factor, he began studying technology more in depth, which led to an interest in coding. In 2015, Mr. Kerr founded CaseFleet, a case management software platform for small to mid-sized litigation firms. Through CaseFleet, Mr. Kerr hopes to level the playing field between small firms and BigLaw in the arena of litigation.

Troy L. Kessler is a partner at Shulman Kessler LLP. He has extensive experience in representing employees who have been the victims of discrimination, harassment, wrongful termination, retaliation, overtime, and minimum wage violations. Mr. Kessler is licensed to practice law in the State of New York. He is also admitted in the United States District Courts for the Southern and Eastern Districts of New York. He received his law degree from Loyola University School of Law—Chicago. Mr. Kessler received his bachelor's degree in Political Science and History from the University of Wisconsin. He has spoken at CLE events sponsored by the American Bar Association, the Federal Bar Association, the National Employment Lawyers Association – New York and the Suffolk County Bar Association, on topics covering the white-collar exemptions to the FLSA, amendments to the Federal Rules of Civil Procedure, and drafting and negotiating proper settlement agreements. Mr. Kessler is also a contributing author for the American Bar Association's FLSA Midwinter Report, which serves as the annual supplement to the Ellen C. Kearns et al. eds., *Fair Labor Standards Act* (2d. ed. 2010). Mr. Kessler is a board member for the National Employment Lawyers Association – New York and the co-chair of the Suffolk County Bar Association's Labor & Employment Committee.

Darold Killmer is a member of the Denver, Colorado civil rights law firm of KILLMER, LANE & NEWMAN, LLP, where he emphasizes civil rights and employment discrimination cases from the plaintiff's perspective. He regularly litigates cases in federal and state trial and appellate courts. He was selected as Best Lawyers® 2013 Denver Civil Rights "Lawyer of the Year." He is formerly a Senior Trial Attorney at the United States Equal Employment Opportunity Commission. He is a Fellow in the College of Labor and Employment Lawyers. Mr. Killmer has been an adjunct professor of law at Denver University School of Law where he taught Employment Law, is on the faculty for the National Institute for Trial Advocacy (NITA), and is editor of the Civil Rights and Constitutional Law column of *Trial Talk*, the publication of the Colorado Trial Lawyers Association. Mr. Killmer has been selected for inclusion in *The Best Lawyers in America* and *5280 Magazine's* "Super Lawyers" for several years. He is listed in the "Top 100 Lawyers in Colorado" by *5280 Magazine*. He is on the Board of Directors for the Colorado Chapter of the Plaintiffs' Employment Lawyers Association.

Jennifer I. Klar is a partner at Relman, Dane & Colfax, PLLC, a civil rights law firm based in Washington, D.C. Ms. Klar has extensive civil rights litigation experience. For example, in 2013 Ms. Klar was lead counsel in a federal jury trial resulting in a \$425,000 verdict on behalf five African-American officers of the Washington, D.C. Metropolitan Police Department claiming retaliation against their employer. Prior to joining the firm in 2004, Ms. Klar was an associate at Hogan & Hartson LLP. As a member of the Community Services Department there, she served on the investigation and *habeas corpus* hearing team in the landmark *Tulia*, Texas case, which resulted in the release from prison of 12 individuals and full pardons for 35 individuals who were wrongfully convicted based solely on the testimony of an unreliable and racist undercover narcotics task force agent. Ms. Klar has twice been named a finalist for Public Justice's "Trial Lawyer of the Year," honoring her work in civil rights cases. Ms. Klar is actively involved in ensuring that the Federal Rules of Civil Procedure allow for the prosecution of meritorious civil rights cases, including testifying to the Judicial Conference Advisory Committee on Civil Rules and the U.S. Senate Subcommittee on Bankruptcy and the Courts, as well as participating in the Duke Law Center for Judicial Studies conferences and committees on civil procedure. Ms. Klar is a frequent speaker on employment law and civil discovery topics. She graduated *magna cum laude* from Harvard Law School and *magna cum laude* from Brown University.

Kelly A. Knight is a shareholder of the The deRubertis Law Firm, APC, in Studio City (Los Angeles), California. He represents plaintiffs in employment and personal injury matters. Mr. Knight has been selected to the *Southern California Super Lawyers Rising Stars* list (an honor given to no more than 2.5% of attorneys) every years since 2009. In 2015, he was selected to the *Up-And-Coming 100: Southern California Super Lawyers Rising Stars* list. In 2016, The National Trial Lawyers named him to their *Top 40 Under 40* list. Mr. Knight is a frequent speaker and contributor to numerous organizations; he is a member of the California Employment Lawyers Association, the Consumer Attorneys Association of Los Angeles, and the Korean American Bar Association of Southern California (Board of Governors, 2006–2013), among others. He is a graduate of U.C. Berkeley (B.A., economics, with distinction) and USC Law School (J.D.).

Daniel B. Kohrman is a Senior Attorney with AARP Foundation Litigation (AFL), a public interest legal advocacy unit housed in the AARP Foundation, AARP's 501(c)(3) affiliate. Mr. Kohrman focuses on trial and appellate litigation for older workers, mostly discrimination cases on grounds of age and/or disability, under federal and/or state law. Recently, Mr. Kohrman and his AARP colleagues Laurie McCann and Dara Smith: helped beat back a motion to dismiss in *Taaffe v. Drake*, a two-person ADEA case against the Ohio State University they are co-counseling with NELA members Fred Gittes and Jeff Vardaro in the S.D. Ohio; helped defeat a motion to force arbitration in *McLeod v. General Mills Corp.*, a collective action ADEA case in the D. Minn. (now on appeal) in which they filed an *amicus* brief; joined as co-counsel with NELA members Adam Klein, Jahan Sagafi, and others at Outten & Golden, as well as Jennifer Liu, in filing a new ADEA and FEHA group action in the N.D. Ca., *Rabin v. PricewaterhouseCoopers LLP*, challenging hiring discrimination; and finally, filed an *amicus* brief in the en banc 11th Circuit supporting NELA member Jim Finberg in another ADEA group action hiring bias case, *Villarreal v. R.J. Reynolds*. Mr. Kohrman and his colleagues have filed numerous AARP *amicus* briefs urging vigorous enforcement of the ADA—both before and after the ADA Amendments Act became law—and also have represented older workers terminated in reductions-in-force at Ford Motor Co., Goodyear Tire & Rubber, Sprint, Capital One, Seagate Technologies, 3M, and health insurer Wellpoint.

Brian E. Koncius is a partner with Bogas & Koncius P.C. in Bingham Farms, MI. He received his J.D. from the University of Michigan Law School and graduated *cum laude* from Duke University with an A.B. in Public Policy Studies and a Minor in Art History. Mr. Koncius started his practice as a defense attorney at a large international law firm's Chicago, IL office. Mr. Koncius is a very active participant in bar associations and other legal organizations. He is a Council member and currently serves as the Chairperson for the State Bar of Michigan Labor & Employment Law Section. Mr. Koncius is currently the Plaintiff Co-Chair for the American Bar Association's (ABA) Section of Labor & Employment Law, Technology in the Practice and Workplace Committee. Further, he is a member of the National Employment Lawyers Association (NELA), where he was part of the founding group of the Developing New Attorneys Committee and has served on NELA's Convention Committee, most recently as its Co-Chair, he is now part of the Diversity, Equity & Inclusion Committee. Mr. Koncius has also been selected for various honors, among others inclusion in *Michigan Super Lawyers—Rising Stars* 2009-2012 and in *Michigan Super Lawyers—2013—present*. He was named as an "Up and Coming Lawyer" in 2010 by *Michigan Lawyers Weekly*. He has also spent considerable time presenting and writing on the topics of Social Media and Workplace Investigations. More than anything, Mr. Koncius loves to spend time with his family, friends, and dogs with a glass of fine wine and maybe checking the score of the Detroit Tigers' game when he is not playing with or chasing his children around.

Matthew C. (Matt) Koski is the Program Director for NELA and The Institute. Mr. Koski re-joined NELA and The Institute in 2015, after spending two years as a contract attorney for two plaintiffs-side employment law firms, during which time he also authored a U.S. Supreme Court *amicus* brief in support of *certiorari* on behalf of NELA in *Graves v. Deutsche Bank Securities*. From 2010-2013, Mr. Koski served as The Institute's first Paul H. Tobias (PHT) Attorney Fellow, and as a NELA Staff Attorney. Mr. Koski received his B.A. from the University of California, Davis and his J.D. with distinction from the University of the Pacific, McGeorge School of Law, where he was a member of the Roger Traynor Honor Society and the Articles Editor for the *McGeorge Global Business and Development Law Journal*.

Rachael Langston is a Staff Attorney in the Gender Equity and Disability Rights Programs. Ms. Langston joined the LAS-ELC in 2008. She advises and represents workers with disabilities, with a primary focus on disability discrimination and failure to accommodate in the workplace. Ms. Langston also provides community education regarding the rights of employees with disabilities, and participates in legislative advocacy to expand the rights of workers who have familial care giving responsibilities. She received her J.D. in 2008 from the University of California, Berkeley and her B.A. from Texas Tech University in 2005.

Therese M. Lawless has practiced employment and civil rights law exclusively on behalf of employees and individuals since 1988. Ms. Lawless obtained one of the largest verdicts for emotional distress damages for an individual plaintiff in an employment law case in California. In 2015, Ms. Lawless represented Ellen Pao in a landmark gender discrimination case against venture capital firm Kleiner, Perkins Caufield and Byers. In 2000, Ms. Lawless was awarded the Trial Lawyer of the Year Award by the San Francisco Trial Lawyers' Association. She was a top ten finalist for the California Consumer Attorney of the Year Award in 2002. Ms. Lawless has been repeatedly named one of the top plaintiff employment lawyers in San Francisco by The Recorder legal newspaper. She has been named a Northern California "Super Lawyer" annually #NELA16 2776

since 2004 and Ms. Lawless has been named one of Northern California's female "Top 50 Super Lawyers" on several occasions, most recently in 2015 and 2016. In 2016, she also was named one of Northern California's "Top 100 Super Lawyers." Ms. Lawless earned her undergraduate degree from Cornell University in 1982. In 1986, she graduated Order of the Coif from George Washington University where she was an editor on the law review. Ms. Lawless clerked on the Ninth Circuit Court of Appeals for the Honorable Warren J. Ferguson from 1986 to 1987.

Noah D. Lebowitz is a partner at the San Francisco law firm Duckworth Peters Lebowitz Olivier LLP where he specializes in representing plaintiffs in the areas of disability discrimination and medical leave related issues. He also represents employees in other types of workplace issues, including discrimination, harassment, defamation, wrongful termination, and wage and hour claims. Mr. Lebowitz is a current member of the Executive Committee of the Labor & Employment Law Section of the Bar Association of San Francisco, past member of the Executive Board of the California Employment Lawyers Association (2010–2014) as well as the Executive Committee of the Labor and Employment Law Section of the California State Bar (2007–2010). Mr. Lebowitz frequently speaks at and organizes continuing education events on topics related to disability discrimination, family and medical leave, and general litigation topics. Mr. Lebowitz received his J.D. from University of San Francisco School of Law and his B.A. from the University of Wisconsin–Madison. Mr. Lebowitz is a member of the California, New York, and New Jersey bars.

David L. Lee is the immediate past President of NELA and was President of NELA/Illinois from 2005 to 2007. Mr. Lee is also a Fellow of the College of Labor and Employment Lawyers, is rated AV by Martindale-Hubbell, is on the Labor and Employment Law advisory committee for the Illinois Institute for Continuing Legal Education, and has been named a "Leading Lawyer" and a "Super Lawyer" in the field of employment law. Mr. Lee received the highest possible score (800) on the national Law School Admission Test and graduated from Northwestern University School of Law in 1977 *magna cum laude* and Order of the Coif. From 1984 to 1991, Mr. Lee was a full-time clinical professor at Chicago-Kent College of Law's nationally-recognized clinic on employment discrimination with fellow NELA members Richard Gonzalez and Ron Schwartz. He is a Hearing Officer for the Cook County Commission on Human Rights and an arbitrator for the Circuit Court of Cook County, Illinois, the Financial Industry Regulatory Authority (formerly the National Association of Securities Dealers), and the National Futures Association. Mr. Lee attended Northwestern University for college, where he claims to have majored in the game of chess and ended up rated an "expert" by the U.S. Chess Federation, but actually graduated in 1974 with a B.A. in History.

Heather Newsom Leonard is consistently recognized as one of the top employment lawyers in Alabama and has been handling employment law matters since 1998. She has been ranked as one of the Top 25 female attorneys as well as one of the Top 50 overall attorneys in Alabama by Thompson Reuters' *Super Lawyers* publication. Heather Leonard PC opened in 2002 and is a full service law practice concentrating on litigation and mediation of all employment law matters. Her firm has been ranked as a Tier One provider of employment law services by U.S. News and World Report's "Best Law Firms."

Shannon Liss-Riordan has reshaped industries through her pioneering successes representing tipped workers, employees misclassified as independent contractors, and low wage workers who have been denied overtime, minimum wage, and other wage protections. Best Lawyers in America has called her "the reigning plaintiffs' champion" (2013) and has said she is "probably the best known wage class action lawyer on the plaintiff side in this area, if not the entire country" (2015). *Massachusetts Lawyers Weekly* described her on its "Power List" (2009) as a "Tenacious class-action plaintiffs' lawyer [who] strikes fear in big-firm employment attorneys throughout Boston with her multi-million-dollar victories on behalf of strippers, waiters, skycaps and other non-exempt employees." A graduate of Harvard Law School and Harvard College, Ms. Liss-Riordan co-founded Lichten & Liss-Riordan, P.C. in 2009. Previously she was a partner at a plaintiff-side employment and union law firm in Boston where she worked for more than 10 years after clerking for a federal court judge for two years following law school.

Paul J. Lukas uses aggressive and creative litigation strategies that enable him to successfully represent his clients. Mr. Lukas has been recognized by his peers as one of the "Top 40 Employment Law Lawyers" in Minnesota and is consistently named to the Super Lawyers list. Courageous and persistent, Mr. Lukas is a committed advocate for employee and consumer rights. He has tried nearly 50 cases, including, early in his career, the nationally renowned *State v. Porter* case. Winning that case at the Minnesota Supreme Court, Mr. Lukas helped set the standard for prosecutorial misconduct in criminal cases. After honing his trial skills in the criminal arena, Mr. Lukas focused his practice on employment litigation, obtaining favorable verdicts for employees in overtime, age, race, national origin, sex discrimination, sex harassment, whistleblower, sexual assault, retaliation, and minority shareholder cases. He is a member of Nichols Kaster's National Class and Collective Action Litigation Team and the firm's Consumer Class Action Team. Mr. Lukas is currently litigating numerous wage and hour and consumer class and collective actions. He has represented thousands of employees and consumers in these practice areas, obtaining well over \$100 million for those clients.

Ria Tabacco Mar is a staff attorney with the national ACLU's Lesbian Gay Bisexual Transgender & HIV Project. Her litigation docket covers a wide range of issues affecting the equal rights of LGBT people, including employment discrimination and the use of religion to discriminate. Prior to joining the ACLU, Ms. Tabacco Mar served as Assistant Counsel at the NAACP Legal Defense & Educational Fund (LDF), where she participated regularly as *amicus curiae* on cases involving marriage equality and was a member of the Board of Directors of the New York Civil Liberties Union. Ms. Tabacco Mar served as a law clerk to Judge Victor Marrero of the U.S. District Court for the Southern District of New York and to Judge Julia Smith Gibbons of the U.S. Court of Appeals for the Sixth Circuit. She also worked as a litigation associate at Cravath, Swaine & Moore LLP. Ms. Tabacco Mar graduated from New York University School of Law and Harvard College.

Jason C. Marsili is a partner at Posner & Rosen LLP in Los Angeles. His practice focuses on class and collective wage and hour litigation on behalf of both unrepresented and unionized employees involving violations of the FLSA and state law. Additionally, Mr. Marsili handles individual matters concerning medical leaves, employment discrimination, sexual harassment, and wrongful termination, as well as labor-management relations and executive compensation. He holds a Master's Degree in Dispute Resolution from the Straus Institute for Dispute Resolution and teaches negotiation and mediation advocacy courses at USC School of Law. Mr. Marsili is an active member of both the American Bar Association (ABA) Section of Labor & Employment Law and the Los Angeles County Bar Association (LACBA) Labor & Employment Law Section. He currently serves as a Co-Chair of the ABA Federal Labor Standards Legislation Committee and as a Co-Chair of the ABA Annual Labor & Employment Law Conference. He also sits on the Executive Committee for the LACBA Labor & Employment Law Section.

Tammy Marzigliano is a partner at Outten & Golden LLP, where she represents employees in litigation and negotiation in all areas of employment law, including employment contracts, arbitration matters, whistleblower claims, sexual harassment, and individual discrimination cases. Ms. Marzigliano is the Co-Chair of both Outten & Golden's Financial Services Practice Group and its Whistleblower and Retaliation Practice Group. She is also a member of Outten & Golden's Executive and Professionals Practice Group and former Co-Chair of its Sexual Harassment and Gender Discrimination Practice Group. Ms. Marzigliano is an experienced litigator and has represented clients in arbitration matters before FINRA and the American Arbitration Association, as well as in federal and state courts concerning employment and general commercial litigation disputes. She is active in several bar associations, including serving as the Chair on the Employment Rights Executive Board of the Employment and Labor Relations Law Committee of the American Association for Justice. Ms. Marzigliano is a frequent panelist on employment law matters and regularly collaborates with non-profit women's advocacy organizations on educational programs about sexual harassment and other employment rights issues in the workplace. Ms. Marzigliano is often consulted by media outlets in order to provide background information for articles relating to Whistleblowing, Dodd Frank, SOX claims, and other general employment matters.

Michelle Matheson is a 20-year labor and employment veteran practicing in Scottsdale, Arizona. She began her legal career as a federal law clerk in Kansas City, Kansas and then worked for several years as an employment defense attorney, first with the Phoenix based law firm of Snell & Wilmer and then as a Director of Legal Affairs for America West Airlines and US Airways (now American Airlines). In 2007, Ms. Matheson established her own practice with her husband, David. At Matheson & Matheson, her practice focus is predominantly employee-based representation. Because of her experience on all sides of an employment dispute—at the trial court, for the employer, as in-house counsel, and as an employee representative—Ms. Matheson is frequently engaged to conduct independent investigations into a variety of employment matters ranging from harassment, discrimination, retaliation and whistleblowing. Ms. Matheson received her undergraduate degree from the University of Iowa in 1992 and her law degree from the University of Kansas in 1995.

Todd R. McFarland is associate general counsel for the General Conference of Seventh-day Adventists. His primary focus is religious liberty including First Amendment issues, church-state relations, and religious discrimination in employment situations. He represents church members and others of faith who have been discriminated against based on their religion. Mr. McFarland publishes articles related to the church's stance on religious liberty issues and represents the church's position in court. He serves as the Religious Discrimination Practice Group Chair for the National Employment Lawyers Association. Mr. McFarland earned his bachelor's degree in history at Southern Adventist University and his juris doctor at University of Illinois. He is a member of the Illinois, Missouri, and Maryland bars.

Valerie T. McGinty represents plaintiffs exclusively on appeal, with a focus on overturning summary judgments and affirming plaintiffs' verdicts. She was a final nominee for CAOC's 2015 Consumer Attorney of the Year Award. She received CAOC's 2014 Street Fighter of the Year award for her role as lead appellate counsel in *Young v. Horizon West*, (2013) 220 Cal.App.4th 1122, together with trial counsel Kathryn Stebner and Kirsten Fish. In 2012, Ms. McGinty was a finalist for CAALA's Ian Herzog Appellate Lawyer of the Year Award. Ms. McGinty serves on the boards of CAOC, San Mateo County Trial Lawyers Association, Santa Clara County Trial Lawyers Association, and Alameda Contra Costa Trial Lawyers Association. She externed in the First District California Court of Appeal for Presiding Justice J. Anthony Kline

and at San Francisco Superior Court for the Honorable Judge John Munter. For tort and trial case updates, follow her on Twitter @4Appeals.

Cyrus Mehri is a founding partner of Mehri & Skalet, PLLC. He litigates cases involving discrimination, civil and consumer rights, and corporate fraud. In 2001, he was named by *Regardie's Power* magazine as one of "Washington's Ten Most Feared Lawyers" and in 2003, by *Workforce* magazine as "Corporate America's Scariest Opponent." Mr. Mehri has launched a number of projects aimed at systematically remedying discrimination, improving opportunities, and bettering corporate behavior. These projects include "Women on Wall Street," which seeks to end discrimination against women in financial institutions; the Madison Avenue Project, which is investigating discrimination claims against the most powerful advertising agencies; Voices for Corporate Responsibility, which creates a home for senior executives and professionals concerned about corporate wrongdoing; and the Fritz Pollard Alliance, an affinity group for NFL minority coaches, front office, and scouting personnel that has worked to dramatically change the face of NFL management. Mr. Mehri graduated from Cornell Law School in 1988, where he served as Articles Editor for the *Cornell International Law Journal*. He clerked for the Honorable John T. Nixon, U.S. District Judge for the Middle District of Tennessee. Mr. Mehri serves on the advisory boards of the Cornell Law School, the Peggy Browning Fund, and Farmworkers Justice and on the judicial nominations committees for the American Constitution Society and the National Employment Lawyers Association.

Lawrence Morales, II is certified by the Texas Board of Legal Specialization as a labor and employment law specialist, and has represented companies and individuals in jury trials, bench trials, arbitrations, and injunction hearings involving complex employment law and business litigation matters. After starting his own firm in 2012, Mr. Morales has primarily focused his practice on representing employees who have wrongfully been denied minimum wage and overtime. After graduating at the top of his Baylor Law School class, Mr. Morales served as a law clerk to the Honorable Priscilla R. Owen of the United States Court of Appeals for the Fifth Circuit. Mr. Morales is a frequent author on employment law and litigation topics, and has been published in *The Texas Bar Journal*, *The Advocate*, and *The San Antonio Lawyer*. Mr. Morales also frequently lectures on employment law and litigation topics, and has served on the teaching faculty of continuing legal education seminars presented by the American Bar Association and the State Bar of Texas.

Liz Morris is the deputy director of the Center for WorkLife Law and an adjunct law professor at UC Hastings College of the Law. Ms. Morris advances workplace gender equality and promotes work-life balance for both men and women. Her advocacy and research focus on expanding protections for pregnant and breastfeeding employees and students, improving employer scheduling practices to increase work-life stability for hourly workers, and addressing employment discrimination against caregivers and women. Prior to joining WorkLife Law, Ms. Morris practiced employment and labor law at Leonard Carder. She received her J.D. from Stanford Law School and is a graduate of Claremont McKenna College.

Chip Muller is an employment law attorney and litigator, and founding partner of a firm in Providence, Rhode Island. Mr. Muller practices in the federal and state courts of Massachusetts, Connecticut, and Rhode Island. Mr. Muller specializes in Title VII, FMLA, ADA, FLSA, overtime, minimum wage, class and collective actions, state law equivalents, and executive contracts. He collaborates with NELA members across the country and is active in NELA and the Employment Section of the ABA. Mr. Muller has three growing sons and loves to lead them on outdoor adventures and sports in his spare time. Before becoming an attorney, Mr. Muller was a television news reporter and documentary director focusing on law, courts, public policy, and politics.

Peter Sung Ohr was appointed Regional Director of the National Labor Relations Board's Chicago office in December 2011. Mr. Ohr is responsible for the enforcement of the nation's primary labor law covering private sector employees in Chicago and the surrounding counties in Illinois and Indiana. Mr. Ohr served as a Deputy Assistant General Counsel for the agency's Division of Operations-Management in Washington, D.C., assisting the General Counsel direct the work of the 32 NLRB Regional Offices throughout the United States. He was previously stationed in the NLRB Honolulu, Hawaii office as a field attorney. He is licensed to practice law in the District of Columbia, the Federal District Court, and State of Hawaii (inactive).

Amy Oppenheimer has over 30 years of experience in employment law as an attorney, investigator, arbitrator, mediator, administrative law judge, and trainer. A trial qualified expert in State and Federal court, Ms. Oppenheimer has testified for both the plaintiff and the defense about employment practices in preventing, responding to, and investigating workplace harassment. She has investigated EEO and other workplace complaints since 1986. Ms. Oppenheimer is co-author of one of the few books about the practice of investigations, *Investigating Workplace Harassment, How to be Fair, Thorough and Legal*, (Society of Human Resource Management, 2003). Ms. Oppenheimer is the founder and past President of the Board of the Association of Workplace Investigators, Inc. (AWI) and is the Chair of the Executive Committee of the Labor and Employment Section of the State Bar of California.

Wayne N. Outten is the managing partner of Outten & Golden LLP, New York, N.Y. Mr. Outten was a founding member of the Executive Board of the National Employment Lawyers Association and was on its Board for more than 11 years; he #NELA16 2779

founded NELA's New York affiliate and was its president for 16 years. He was a founding Governor of the College of Labor and Employment Lawyers (1996-2003). Among his other bar association affiliations, he is Vice-Chair of the Section of Labor and Employment Law of the American Bar Association, was on the Council of the Section (2000-2008), and has chaired numerous Section committees, including International Labor & Employment Law, Membership Development, Pro Bono Work, and Employment Rights and Responsibilities. He is on the Executive Committee of the New York State Bar Association's Labor & Employment Law Section, is a co-founder and officer of Workplace Fairness (a charitable/educational organization), and is an Adviser to the American Law Institute's Restatement of Employment Law (Third). His writings include *The Rights of Employees and Union Members* (S. Ill. Univ. Press, 2d edition 1994); the "Representing the Executive" chapter in *Executive Compensation* (BNA Books 2002); the "Negotiating Settlement Agreements" and "Negotiating ADR Agreements" chapters in *How ADR Works* (BNA Books 2001); and the "Employment Law" chapter in *General Practice in New York* (West 1998). Mr. Outten received his B.S. from Drexel University and his J.D. from New York University School of Law, where he was an Arthur Garfield Hays Civil Liberties Fellow. He was admitted to the New York bar in 1979, after clerking for a Federal District Court Judge.

Cliff Palefsky is consistently recognized in professional surveys and legal publications as one of the leading employment and civil rights lawyers in the country. Mr. Palefsky has argued eight cases to the California Supreme Court and has been involved in numerous landmark and precedent-setting cases such as *Sonic-Calabasas v. Moreno*, *Rulon Miller v. IBM*, *Foley v. Interactive Data*, *Armendariz v. Foundation Health Psychcare*, *Little v. Auto Stiegler*, *Gentry v. Circuit City*, and *Duffield v. Robertson Stephens*, among others. He was a founding board member of the National Employment Lawyers Association and served on its Executive Board for 10 years. He also served on the Executive Board of the California Employment Lawyers Association for 12 years and is presently on the organization's Advisory Board. He helped draft the nation's first worker privacy, drug testing and lifestyle discrimination laws which served as models for similar legislation across the country. He has also been deeply involved in both state and federal legislative activities protecting the rights of workers. Mr. Palefsky is an advisor to the American Law Institute on the drafting of the Restatement of Employment Law and is a co-author of the CEB's *Wrongful Employment Termination Practice* treatise. Mr. Palefsky earned his J.D. from Georgetown Law.

Michael D. Palmer received his law degree from New York University School of Law in 2004 and has been twice selected as a Super Lawyers "Rising Star," a distinction based upon peer evaluation and recognized in Super Lawyers' New York Metro publications. His recent work includes litigating a lawsuit on behalf of drivers who allege they were misclassified as independent contractors and not paid overtime wages; representing female pharmaceutical reps asserting they were paid less than their male counterparts; and prosecuting a case on behalf of a health care worker who alleged his former employer engaged in illegal kickbacks, in violation of the False Claims Act. He has recovered millions of dollars on behalf of his clients. Mr. Palmer has argued cases before trial and appellate courts and is admitted to practice before the Bar of the State of New York and the federal district courts for the Southern District, Eastern District, and Western District of New York. He has written on current employment law issues and been published in NELA/NY's New York Employee Advocate. Prior to law school, Mr. Palmer studied Philosophy at the University of Texas at Austin and graduated with highest honors.

Anna Y. Park is the Regional Attorney for the Los Angeles District Office of the Equal Employment Opportunity Commission ("EEOC"). Since joining the EEOC, Ms. Park has aggressively litigated cases in federal court against private and public employers, receiving large monetary awards and aggressive injunctive relief remedies. Ms. Park has been recognized for her work in *EEOC v. Trans Bay*, the first human trafficking case out of California by the EEOC brought on behalf of 48 Thai workers, recovering over \$1 million along with very comprehensive injunctive relief remedies. *EEOC v. L&T, et al.*, settled for \$1.7 million in the Northern Mariana Islands, the largest resolution by the EEOC in that region, on behalf of garment workers. Ms. Park has been recognized for her work in the Commission and has been awarded the Chair's Opportunity To Reward Excellence Award for several years running. Ms. Park received her Juris Doctorate from the UCLA School of Law and a Bachelor of Arts in Political Science from UCLA. Ms. Park has been recognized for her community and pro bono activities. She served on the boards of the Korean American Bar Association, the Japanese American Bar Association, and the Asian Pacific American Bar Association. Ms. Park is the former president of WORK (Women's Organization Reaching Koreans), and the former president of the Korean American Inter-Agency Council.

Nina T. Pirrotti is a partner with the law firm of Garrison, Levin-Epstein, Fitzgerald & Pirrotti P.C. She represents individuals in employment and civil rights litigation and negotiation. The immediate past president of the Connecticut Employment Lawyers Association (CELA), Ms. Pirrotti is well versed in all aspects of employment law, including discrimination, harassment, contract disputes (including those involving restrictive covenant agreements), FMLA and related leave of absence issues, unpaid wages, severance agreements, and whistleblower claims. Ms. Pirrotti also advocates on behalf of students and faculty. She has guided numerous students through their universities' internal disciplinary procedures and has advised faculty members who have been targets of internal investigations. Ms. Pirrotti has also litigated on behalf of students seeking to discharge their rights under Title IX, which prohibits sex discrimination in education. Ms. Pirrotti was selected as a 2014 Top 50 Connecticut Super Lawyer, placing her among the Top 50 lawyers in the state. She has also been selected as a Top 25 Connecticut Woman Super Lawyer and a Top 50 New England Woman Super Lawyer. She has also been selected for inclusion in the Best Lawyers in America. In 2010, Ms.

Pirrotti was named by the *Connecticut Law Tribune* as one of its Women in the Law – High Achievers. In 2015, Ms. Pirrotti was appointed by the Chief Judge of the U.S. District Court for the District of Connecticut to serve as a member of the Local Civil Rules Advisory Committee, which advises the Court concerning the rules for civil litigation. Ms. Pirrotti has served for several years as the Co-Chair of NELA's Affiliate Relations Committee. She was recently elected to the NELA National Executive Board and is thrilled that she will begin serving on the Board the Monday after the 2016 NELA Annual Convention concludes. Ms. Pirrotti received her law degree from Yale Law School. She routinely lectures nationally on employment related topics.

Harry Plotkin is a nationally-renowned jury consultant and leading voice in the field of juror decision-making, psychology, and persuasion. Mr. Plotkin has helped shape the outcome of over one thousand civil trials across the country by selecting juries, mock testing cases, and shaping the way his clients present their case to the jury. He devotes a large part of his consulting practice to employment trials, primarily on behalf of plaintiff employees, and is proud to have helped dozens of CELA members win multi-million-dollar verdicts in retaliation, discrimination, defamation, harassment, and whistleblower trials in state and federal courts in California in the past few years.

Karen E. Pointer is a Partner with Lerman Pointer & Spitz LLP, an employment law and business litigation firm in Los Angeles. For more than 22 years, Ms. Pointer has represented clients in litigation and arbitration, and before state and federal administrative agencies in matters involving harassment, discrimination, wage and hour violations, and wrongful termination. While her practice includes clients in a wide variety of industries, she had substantial experience representing senior executives in the entertainment industry in contract and separation negotiations, and in litigation. Through her focus on pre-litigation investigation, Ms. Pointer is particularly adept at positioning matters for meaningful resolution through pre-litigation mediation. Ms. Pointer also serves as an independent investigator in employment matters. Ms. Pointer is a graduate of Loyola Marymount University and UCLA School of Law. She has served on the Board of Directors of Black Women Lawyers Association of Los Angeles and is very active in the nonprofit community, having served on the Board of Directors of Prototypes since 2000, including several years as Board Chair, as Board Chair of Challengers Boys and Girls Club, and on the Board of Directors of African American Alumni Association of LMU.

Anna P. Prakash has represented thousands of employees and consumers in collective and class actions under the Fair Labor Standards Act, Fair Credit Reporting Act, and state employment and consumer protection laws since joining Nichols Kaster in 2009. She currently helps to lead the firm's National Consumer Class Action Team and Consumer Origination Group. Prior to joining Nichols Kaster in 2009, Ms. Prakash served as a civil rights attorney for the United States Department of Education in Washington, D.C. and monitored compliance with special education laws for the state of Minnesota.

Teresa Renaker is a partner of Renaker Hasselman LLP, located in San Francisco. She represents plaintiffs in ERISA litigation, including individual, multi-plaintiff, and class actions for benefits and breach of fiduciary duty, and related state law claims. For more than a decade, an important component of her practice has focused on employee benefits issues affecting employees in same-sex marriages and domestic partnerships. She serves on the ABA's Commission on Sexual Orientation and Gender Identity and the Board of the Bar Association of San Francisco. Ms. Renaker authors the "Employee Benefits" chapter of *California Domestic Partnerships and Same-Sex Marriage* (CEB 2005 and annual updates) and the "Employee Welfare and Other Nonpension Benefits" chapter of *Dividing Pensions and Other Employee Benefits in California Divorces* (CEB 2006 and annual updates). Ms. Renaker formerly served as the Chair of the Employee Benefits Committee of the ABA's Tort, Trial, and Insurance Practice Section, and served for eight years on the ABA's Joint Committee on Employee Benefits.

Cynthia L. Rice is currently a Director of Litigation, Advocacy, and Training for California Rural Legal Assistance (CRLA) and a part-time litigation coordinator for the California Rural Legal Assistance Foundation Labor and Civil Rights Litigation Project. Ms. Rice received her B.A. from the University of Colorado in 1976 and her J.D. from Santa Clara University School of Law in 1979. She was admitted to the California Bar in 1979 and to the Hawaii Bar in 1995. Ms. Rice has specialized in Labor and Employment rights in private practice and as a legal aid attorney for Community Legal Services (now Legal Services of Santa Clara County), Marin County Legal Aid, and CRLA. Ms. Rice has represented thousands of workers in administrative and court proceedings involving labor and employment rights. She has appeared before the California Supreme Court and various appellate courts on behalf of workers. Ms. Rice has been actively involved in developing litigation strategies under state and federal laws for the enforcement of basic labor and employment rights for California low wage workers since 1979. She is a CELA Board member and a member of the Board of Centro De Los Derechos Del Migrantes.

Jacob Richards is an associate at Keller Rohrback L.L.P. in Oakland, California, where his practice focuses on employee benefits class actions. Prior to joining Keller Rohrback, he worked for Lewis, Feinberg, Lee & Jackson, PC, where he litigated individual and class cases on behalf of workers and retirees, including numerous cases involving discrimination against transgender people in the workplace and in employer-sponsored health plans. Previously, he clerked for the Honorable Edward M. Chen of the Northern District of California and Administrative Law Judge Steven Berlin of the U.S. #NELA16 2781

Department of Labor. He is a graduate of U.C. Berkeley School of Law (Boalt Hall), where he was an executive editor of the *California Law Review*. He serves on the Board of Directors of the Transgender Law Center.

Brian T. Rochel represents employees in trial, litigation, and negotiation of all types of claims as well as in appellate practice. Mr. Rochel's recent successes include multiple jury verdicts in favor of employees, including in sexual harassment, retaliation, disability, and workers' compensation act cases. Mr. Rochel has tried cases to juries in federal and state court, and has won several major verdicts on behalf of his clients. In addition to representing employees at trial, Mr. Rochel represents employees in contract and severance negotiations, as well as in all forms of alternative dispute resolution (ADR). Mr. Rochel has been recognized as a "Rising Star" by Minnesota Super Lawyers each of the past five years, has presented on numerous panels, and has been published in the *Hennepin Lawyer* regarding the right to a jury trial for victims of human rights violations in Minnesota. Mr. Rochel is actively involved in the labor and employment legal community, and serves as a board member on the Minnesota Chapter of the National Employment Lawyers Association (MN-NELA), a board member of the Federal Bar Association's (FBA) Labor & Employment Section, and is a past board member of NELA's Eighth Circuit Affiliate.

Keith Rohman has over 30 years of experience as the founder and president of Public Interest Investigations, Inc., in Los Angeles. Mr. Rohman is a recognized expert in the investigations field, including workplace investigations. He served on the Equity Oversight Panel of the L.A. Sheriff's Department, which supervised Internal Affairs investigations. Mr. Rohman was the Executive Director of the Office of Discrimination Investigation for the City of Los Angeles. Mr. Rohman was appointed the Court Monitor by U.S. District Court Judge Audrey B. Collins to monitor compliance in *Pierce et al. v. County of Orange, et al.*, a civil rights case filed on behalf of physically disabled jail inmates. Mr. Rohman is an adjunct professor at Loyola Law School where he teaches Fact Investigation. In addition, Mr. Rohman has investigated allegations of torture at the Abu Ghraib prison in Iraq, and assisted attorneys on representation of capital murder defendants at both the trial and appellate levels. He is the Vice President of the Association of Workplace Investigators (AWI).

The Honorable Lee H. Rosenthal was appointed a United States District Court Judge for the Southern District of Texas, Houston Division in 1992. Before then, she was a partner at Baker & Botts in Houston, Texas. She received her undergraduate and law degrees from the University of Chicago and served as law clerk to Chief Judge John R. Brown, United States Court of Appeals for the Fifth Circuit. Judge Rosenthal was a member of the Judicial Conference Advisory Committee on Civil Rules from 1996 to 2003, when she became chair. From 2007 to 2011, she chaired the Judicial Conference Committee on the Rules of Practice and Procedure, which coordinates and oversees the work of the Advisory Committees for the Civil, Criminal, Evidence, Appellate, and Bankruptcy Rules. Judge Rosenthal is a member of the American Law Institute and its Council, serving as the ALI's Second Vice-President. She served as an advisor for the Restatement of Employment Law, the Principles of Aggregate Litigation, and the Transnational Rules of Civil Procedure, and is currently an advisor for the Conflicts of Law project. Judge Rosenthal has taught, written, and lectured extensively, concentrating on topics in complex litigation and civil procedure, including case management, discovery, and class and mass actions. Judge Rosenthal serves on the Board of Trustees of Rice University and on the Board of Trustees for the Baylor College of Medicine. She is the 2012 recipient of the Lewis F. Powell, Jr. Award for Professionalism and Ethics given by the American Inns of Court and in 2014 was elected to the American Academy of Arts and Sciences.

Yona Rozen joined the AFL-CIO as Associate General Counsel in October 2014. Before that, she was in private practice in Dallas, Texas for 31 years, where she represented numerous local unions and individuals in various federal and state courts, administrative proceedings, and arbitration cases, exclusively in the area of traditional labor law and employment law. Ms. Rozen has tried numerous jury trials, including claims of age discrimination, race and national origin discrimination, sex discrimination, sexual harassment, retaliation, disability discrimination, and breach of employment contracts and has briefed and argued appellate cases. Before practicing in Dallas, Texas, Ms. Rozen worked for the National Labor Relations Board in Region 3 (Buffalo, NY) and at headquarters in Washington, DC in the Division of Advice. Ms. Rozen obtained a B.A. in History and Political Science at Pennsylvania State University and a J.D. at Vanderbilt School of Law. In her current position of Associate General Counsel for the AFL-CIO, she continues to focus on areas of traditional labor and employment law. She has frequently appeared as a speaker at various labor and employment law seminars, and has participated in planning committees for national and state CLE programs.

Catherine K. Ruckelshaus is General Counsel and Program Director at the National Employment Law Project in New York City. Her primary areas of expertise on behalf of low-wage workers are the labor and employment rights of low-wage contingent and immigrant workers. Ms. Ruckelshaus co-founded the *National Wage & Hour Clearinghouse*, dedicated to advancing labor standards for all workers, and is a convener of the national *Just Pay Working Group* of advocates, academics, and state and federal policy makers recommending federal DOL enforcement reforms in the wage and hour arena. Ms. Ruckelshaus has litigated and written *amicus* briefs in most federal circuits and the U.S. Supreme Court on wage and hour and low-wage worker topics, and regularly comments in the national media on these issues. Ms. Ruckelshaus is a graduate of Princeton University and Stanford Law School.

Mark S. Rudy has been serving as a mediator in employment and business-related matters since July 1988. He has mediated approximately 4,000 matters with a high degree of success. Mr. Rudy has been honored as one of the top 500 judges and mediators in America by *Lawdragon* in 2006, one of the top mediators in the State of California by the *Daily Journal* for each year in which neutrals were rated, and one of the top five plaintiff employment lawyers in Northern California by the *San Francisco Recorder*, Summer 2004. Mr. Rudy has been recognized by Best Lawyers in America continuously throughout its publication, recognized by Chambers as one of the five best employment lawyers in California, and ranked as one of the top 100 Super Lawyers in Northern California for 11 consecutive years. Mr. Rudy was ranked as one of the top 10 Super Lawyers in Northern California in September 2007 and in September 2010, and as one of the top employment lawyers in Northern California in *The Recorder* in Spring 2004. Mr. Rudy is a Distinguished Fellow of the International Academy of Mediators.

Jahan C. Sagafi is the partner in charge of the Outten & Golden San Francisco office, where he represents employees in class actions asserting wage and hour, discrimination, and other claims. He also represents consumers challenging deceptive business practices and discrimination, as well as plaintiffs in appeals of class actions in state and federal courts. Mr. Sagafi is a Governor of the Board of Public Advocates, a board member of the national nonprofit Alliance for Justice, and a member of the Bar Association of San Francisco's Judicial Evaluations Committee. He has also served on the boards of the ACLU of Northern California and the San Francisco American Constitution Society (ACS) chapter. He is a frequent speaker and writer regarding employment litigation, class action jurisprudence, and other issues. Prior to joining Outten & Golden, he was a partner at Lief, Cabraser, Heimann & Bernstein, and clerked for the Honorable William W. Schwarzer of the Northern District of California. Mr. Sagafi graduated from Harvard College and Harvard Law School.

Gary Noah Savine is the founding partner of the Law Office of G. Noah Savine, Ltd. in suburban Chicago, Illinois. Mr. Savine graduated from University of Michigan Law School *cum laude* in 1996, and from the James Madison College at Michigan State University with *high honors* in Political Economy in 1993. Mr. Savine has practiced labor and employment law for 20 years. Mr. Savine started his career at Seyfarth Shaw, LLP and has served as Chief Labor and Employment Counsel for Navistar International Corporation (NYSE: NAV) and Hill-Rom Holdings (NYSE: HRC). Mr. Savine opened his own firm in 2012, at which time he expanded his practice to represent workers. Mr. Savine currently serves as the Employee-Side Co-Chair of the Disability and Leave of Absence Subcommittee of the American Bar Association's Labor and Employment Section.

Professor Eric Schnapper, who joined the University of Washington Law School faculty in 1995, teaches Civil Rights, Civil Procedure, and Employment Discrimination. He served for twenty-five years as an assistant counsel to the NAACP Legal Defense and Educational Fund, Inc., specializing in appellate litigation and legislative activities. In 2010-11 Professor Schnapper argued three U.S. Supreme Court cases: *Staub v. Proctor Hospital*, *Thompson v. North American Stainless*, and *Borough of Duryea, Pennsylvania v. Guarnieri*. In addition, he has handled more than eighty Supreme Court cases, including *Burlington Northern Santa Fe Railway v. White* (2006) and *Ash v. Tyson Foods, Inc.* (2006), *Kolstad v. ADA* (1999), *Bogan v. Scott-Harris* (1998), *Oncale v. Sundowner Offshore Oil* (1998), *Faragher v. Boca Raton* (1998), and *Burlington Industries v. Ellerth* (1998). Professor Schnapper's articles on constitutional law and civil rights have appeared in law reviews published by Harvard, Columbia, Virginia, Stanford, and other law schools. He was the recipient of a Marshall Scholarship for study at Oxford University in 1963-65, served as articles editor of the *Yale Law Journal*, and clerked for the California Supreme Court.

Robert L. Schug is an attorney at Nichols Kaster PLLP in Minneapolis, Minnesota. Mr. Schug has devoted the majority of his career to representing workers in complex wage and hour litigation. He also has experience representing employees in class action litigation brought under Title VII. Mr. Schug graduated *summa cum laude* from both Middle Tennessee State University and William Mitchell College of Law, and served as Executive Editor of the *William Mitchell Law Review*. He was named a "Rising Star" by *Northern California Super Lawyers Magazine* and *San Francisco Magazine* in 2012 and 2013. He is licensed in California and Minnesota.

Susan P. Serota is a partner in the New York office of the law firm of Pillsbury Winthrop Shaw Pittman LLP and National Chair of its Executive Compensation and Employee Benefits practice. She received her law degree from New York University School of Law. Ms. Serota has experience in all areas of pensions, employee benefits, executive compensation, and stock options. She has significant experience in the compensation of senior executives, fiduciary matters relating to ERISA, international benefits, employee benefit aspects of cross-border mergers and acquisitions, joint ventures, ERISA fiduciary litigation, and securities law matters. Ms. Serota is a past Chair of the ABA Section on Taxation, and is a past President of the American College of Employee Benefits Counsel. She is a former Chair of the ABA Joint Committee on Employee Benefits and a former Chair of the Employee Benefits Committee of the Section on Taxation. Ms. Serota is the Editor of *ERISA Fiduciary Law*, 2d ed. and the 2016 Cumulative Supplement (BNA Books 2016). In 2013, Ms. Serota was named the Employment Lawyer of the Year by Chambers USA Women in Law.

Richard T. Seymour in Washington, D.C., litigates, negotiates, mediates, and arbitrates. He represents both individuals and classes in litigation, negotiates agreements for executives and professionals, consults with firms, and handles or

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argues appeals. The first line of his firm's mantra is "We represent the disposed of the Earth, and executives recently shown the door." The second line is: "When the ruthless become mindless, call me." He has held many leadership positions, including as Chair of the American Bar Association's Section of Labor and Employment Law, from August 2011 to August 2012, a Fellow and former Governor of the College of Labor and Employment Lawyers, and a Past Chair of the Employment Rights Section of the American Association for Justice (formerly ATLA). He was a member of the drafting committee of the Leadership Conference on Civil Rights with respect to the Civil Rights Act of 1991. On March 9, 2007, the Metropolitan Washington Employment Lawyers Association honored him as "Lawyer of the Year" for 2007. He graduated from Harvard Law School in 1968, worked for the U.S. Commission on Civil Rights from 1968 to 1969, and in the following 46 years has spent more than 90% of his time prosecuting plaintiffs' class actions challenging racial and sexual discrimination in employment, or wage & hour violations. Originally with Barbara Berish Brown and later with John Aslin, he has written fifteen editions of *EQUAL EMPLOYMENT LAW UPDATE* (The Bureau of National Affairs, Washington, D.C., 1996-2007), published by the ABA Section of Labor and Employment Law through BNA. His published articles include "Pursuing Punitive Damages in Job Bias Cases," *TRIAL*, July 2002, p. 64; "The Shrinking Door to Discovery," *TRIAL*, May 2001, p. 48, and "16 Summary Judgment Commandments," *TRIAL*, Dec. 2000, p. 28.

Michael D. Singer is the managing partner at Cohelan Khoury & Singer in San Diego. He is a contributing author to *Wage and Hour Law and Litigation* (CEB 2010-2016) [opening chapter overview on California wage and hour laws] and has authored articles on class action and employment issues for the California State Bar Labor & Employment Section, *Bender's California Labor & Employment Bulletin*, *Los Angeles Daily Journal*, *Orange County Lawyer*, and Consumer Attorneys of California publications. He was named to the *Daily Journal* 2012 and 2013 list of the Top 75 California Labor and Employment Attorneys and has served as wage and hour *amicus curiae* liaison for California Employment Lawyers Association since 2005. He tried *Dilts v. Penske Logistics, Inc.*, a wage and hour class action trial alleging wage deduction and tool reimbursement claims, and successfully reversed the trial court ruling in *Dilts* finding state laws preempted by the FAAAA for truck drivers. He was co-lead counsel in *Brinker International Inc. v. Superior Court* and argued on rehearing before the Fourth District Court of Appeal. Mr. Singer is also a classical composer and pianist, occasionally performing in a band of severely dubious musical quality with his law partner, Sam Khoury.

Matthew Sirolly is the co-founder and Director/Managing Attorney of the Wage Justice Center, a Los Angeles based nonprofit organization devoted to enforcing wage rights for low-income workers. He attended the Gould School of Law at the University of Southern California in Los Angeles.

Tony R. Skogen is currently an attorney with Leech Tishman, a full-service firm located in Pasadena, CA. Prior to that, he was a Senior Shareholder with Littler Mendelson, where he was the Managing Partner in Littler's Los Angeles Office. He has significant experience in advising and representing employers in all aspects of labor and employment law. In traditional labor law, Mr. Skogen has litigated all aspects of union avoidance as well as having negotiated collective bargaining agreements, has defended unfair labor practices charges, and has taken more than one hundred labor arbitrations to decision. On the employment law side, Mr. Skogen has advised and represented employers in all aspects of employment law, including wage and hour matters, discrimination, and wrongful discharge claims in state and federal court. He has jury trial and class action trial experience. He has served as a member of the Executive Committee of the Labor and Employment Law Section of the Los Angeles County Bar Association, was appointed by the Board of Bar Governors to the Executive Committee of the Labor and Employment Law Section of the State Bar, and has served as the Chair of the Labor and Employment Law Section of the State Bar. He has repeatedly been recognized as a Top Lawyer, Top Attorney in San Gabriel Valley, Southern California Super Lawyer, and Best Lawyer in America.

Brian C. Sperber is the Legislative and Regulatory Counsel for the California Department of Fair Employment and Housing. He primarily researches, writes, and helps guide the Fair Employment and Housing Council's regulations through the approval process and analyzes and provides technical assistance about bills pending before the state legislature. Before joining the DFEH, Mr. Sperber worked on President Barack Obama's reelection campaign and a California State Assembly campaign, and at a law firm in Los Angeles where he litigated employment and consumer class actions. Mr. Sperber began his legal career as a law clerk with California Rural Legal Assistance in Oxnard, CA; with the DFEH, helping to develop the framework for the Department's procedural regulations; and for U.S. Senator Sheldon Whitehouse, working on judiciary issues. He graduated from UCSB *summa cum laude* and from UCLA School of Law.

Rachhana T. Srey is a partner at Nichols Kaster whose practice is primarily dedicated to national wage and hour class and collective action litigation. As part of the firm's National Wage and Hour Team, Ms. Srey has been a zealous advocate for thousands of employees in recovering their unpaid wages under the FLSA and various state wage and hour laws. She has had the opportunity to represent a wide variety of employees such as field service engineers, satellite and security technicians, nurses, home health aides, loan officers, underwriters, merchandisers, and hourly call center and processing plant workers. In 2015, after winning affirmative summary judgment on the company's administrative and professional exemption defenses, Ms. Srey tried a damages trial to the court, and secured a significant award on hours worked and liquidated damages for utilization review nurses who were improperly classified as exempt. This was Ms. Srey's third wage and hour trial in four years. Ms. Srey's exceptional case management and advocacy skills, dedication to her clients,

and charismatic personality have earned her the respect of her clients and of her colleagues in the legal community. Ms. Srey is active in several organizations, taking leadership roles to help plan continuing education programs, and is often invited to speak nationally and locally on a wide range of topics including wage and hour litigation, class action litigation strategies, discovery issues, recent developments in the law, and age and gender discrimination.

Justin M. Swartz represents employees in class action wage/hour and discrimination cases, as well as individual discrimination cases and other employment matters. He is Co-Chair of Outten & Golden's Public Interest Committee. He has also represented workers in employment discrimination claims against companies that have refused to hire minorities with criminal records; systemic gender discrimination claims against a major utility company; and several individual race, gender identity, sexual orientation, and national origin discrimination cases. He has represented hundreds of female and African American stock brokers in nationwide discrimination class action lawsuits against the country's leading brokerage firms, including Merrill Lynch, Bank of America, Goldman Sachs, and Smith Barney. Mr. Swartz is active in bar associations including the American Bar Association Section of Labor and Employment Law where he is Co-Chair of the Section's CLE/Institutes and Meetings Committee, Co-Chair of the Committee on Equal Employment Opportunity Law, and is a former Co-Chair of the Ethics and Professional Responsibility Committee.

Ariana J. Tadler, an elected member of Milberg LLP's Executive Committee, specializes in securities fraud, consumer and data breach class actions, and complex litigation. She is widely recognized as one of the nation's leading authorities on electronic discovery and chairs Milberg's E-Discovery Practice Group. Ms. Tadler serves on the Board of Directors of The Sedona Conference® ("TSC") and is an active Chair Emeritus of the Steering Committee of TSC's Working Group 1 on Electronic Document Retention and Production, after serving as Chair for 5 years. Ms. Tadler is the Executive Director of Cardozo's Data Law Initiative and serves on the Advisory Boards of Georgetown University Law Center's Advanced eDiscovery Institute and Bloomberg BNA's eDiscovery Resource Center. Ms. Tadler is also a Principal in a recently launched data hosting, management, and consulting company, Meta-e Discovery LLC, which provides services to and has developed a customized work flow for plaintiffs' firms in this new era of discovery.

Clark Taylor is The Employee Rights Advocacy Institute For Law & Policy's 2015-2016 Paul H. Tobias Attorney Fellow and leads its public education campaign to end forced arbitration of employment disputes. During law school, Mr. Taylor worked as a law clerk for the International Union of Bricklayers and Allied Craftworkers, AFSCME, and the American Constitution Society. He also was a summer associate at Alliance for Justice, and a White House Intern for the President's Domestic Policy Council where he worked on labor policy and workforce development issues. Before attending law school, Mr. Taylor worked for the Woodrow Wilson International Center For Scholars and on President Barack Obama's general election campaign in Virginia. He is a graduate of The Catholic University of America Columbus School of Law and the University of Maryland, College Park.

Jordan A. Thomas is the Chair of the Whistleblower Representation Practice at Labaton Sucharow, which is the first national practice that is exclusively devoted to the representation of whistleblowers with information on violations of federal securities law. Mr. Thomas is widely regarded as one of the top SEC Whistleblower advocates. Prior to joining Labaton Sucharow, he served as an Assistant Director and, previously, as an Assistant Chief Litigation Counsel in the Division of Enforcement at the SEC. During his tenure there, he had a leadership role in the development of the SEC Whistleblower Program and was assigned to many of its highest-profile matters such as those involving Enron, Fannie Mae, UBS, and Citigroup. His cases resulted in monetary relief for harmed investors in excess of \$35 billion.

Paul H. Tobias is senior partner in the firm of Tobias, Torchia & Simon in Cincinnati, Ohio where he specializes exclusively in the rights of individual employees. Mr. Tobias is a graduate of Harvard College (A.B. 1951) and Harvard Law School (L.L.B. 1958). He has specialized in labor and employment law for 56 years. He is the author of 15 published articles and three book chapters in the field of labor and employment law; has taught a labor law seminar at the University of Cincinnati (1975–1977); and has made over 150 presentations to Bar Associations and other groups concerning employee rights. Mr. Tobias is the founder of National Employment Lawyers Association (NELA—Advocates for Employee Rights) and served as its first Executive Director, and Chairman and Editor of the newsletter "The Employee Advocate." He is the Co-Founder and former Chair and Executive Director of the National Employee Rights Institute (NERI, now Workplace Fairness). He is the editor of a three-volume work, *Litigating Wrongful Discharge Claims* (Callaghan/West 1987). Mr. Tobias is co-author of *Job Rights and Survival Strategies – A Handbook for Terminated Employees* (NERI 1997). He was executive producer for NERI of *Federal Employees Legal Survival Guide*, which was authored by the attorneys of Passman & Kaplan, PC (1999). He was Editor-in-Chief of *Employee Rights Quarterly* (Aspen Publishers Inc.) 2001–2003. Mr. Tobias has recently been the leader of groups of lawyers studying employment and labor law procedures and issues on eight trips abroad to other countries, most recently Argentina. Mr. Tobias was on the Board of Governors of the National College of Labor and Employment Lawyers. He was one of the employee advisers to the American Law Institute's (ALI) Restatement (Third) of Employment Law, which was published in 2014.

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Law Firm and has been practicing employment law ever since with a special focus on class and collective action wage and hour lawsuits and arbitration. Mr. Tran is a 2010 graduate of the Gerry Spence Trial Lawyers' College and remains open to new approaches to the practice of law.

Victor Voloshin is the Chief Mediation Officer at the U.S. Equal Employment Opportunity Commission (EEOC). In this capacity Mr. Voloshin helps federal agencies design and improve their internal workplace programs using Alternative Dispute Resolution (ADR). Mr. Voloshin also directs EEOC's internal ADR program that addresses individual concerns and systemic workplace problems by mediating complaints, offering informal dispute resolution, designing climate assessments, conducting group facilitations, and providing conflict-resolution training. Prior to EEOC, Mr. Voloshin served as the ADR Director and EEO Officer for the New York City Civilian Complaint Review Board, an independent mayoral agency responsible for handling complaints against the New York City Police Department. Mr. Voloshin holds M.B.A. and J.D. degrees from the College of William and Mary, and is licensed to practice law in New York State.

Jayme L. Walker is a partner at Gwilliam, Ivary, Chiosso, Cavalli & Brewer in Oakland, California. Ms. Walker exclusively represents plaintiffs in employment, civil rights, wrongful death, and personal injury cases. She is part of the employment team at Gwilliam, Ivary, Chiosso, Cavalli & Brewer that has been named by the *Recorder* as one of the Top 10 Leading Plaintiffs Bay Area Employment Law Groups. Ms. Walker was named by California Super Lawyers as a Rising Star in 2014, 2015, and 2016. Ms. Walker serves on the Board of Governors for Consumer Attorneys of California and the board of Alameda Contra Costa County Trial Lawyers Association, and is a member of the CELA and NELA, Public Justice, and the American Association for Justice.

Christine E. Webber is a partner in the Civil Rights & Employment Group of Cohen Milstein Sellers & Toll PLLC, where she represents workers in wage and hour cases and employees in race and sex discrimination class actions. Currently Ms. Webber is representing women in several regional sex discrimination cases, spin-offs from the decertified class of *Dukes v. Wal-Mart Stores, Inc.*, and nurses pursuing wage and hour claims. Prior to joining Cohen Milstein in 1997, she received a Women's Law and Public Policy fellowship which funded the first of her four years at the Washington Lawyers' Committee for Civil Rights and Urban Affairs in their Equal Employment Opportunity Project. She also served as a law clerk to the Honorable Hubert L. Will, of the U.S. District Court for the Northern District of Illinois from 1991-93. She received her law degree from the University of Michigan Law School after graduating from Harvard University. Ms. Webber is co-chair of the Class & Collective Actions Practice Group of NELA.

David J. Weiner is the Managing Member of VWM Analytics, and has been performing economic analysis and forensic work for over 30 years. He works with both plaintiff and defense law firms across the country and has analyzed financial matters within hundreds of industries. Throughout his career, Mr. Weiner has testified over 1,500 times in deposition, arbitration, and trial. He has a Bachelor of Science degree from the Haas Business School at the University of California, Berkeley, and a Master of Business Administration from The Wharton School at the University of Pennsylvania. He is also an Accredited Member of the American Society of Appraisers in business valuations.

Douglas M. Werman is the managing shareholder of Werman Salas P.C. Mr. Werman has exclusively practiced labor and employment law since 1990. Most of his work is focused on class and collective action litigation under state and federal wage and hour laws. His cases have recovered unpaid wages for more than 300,000 working people across the United States. Mr. Werman is on the Board of Editors of the leading treatise on the Fair Labor Standards Act, "*Kearns, The Fair Labor Standards Act*," and is a frequent speaker at federal and state bar events on wage and hour litigation. Mr. Werman participated in the working groups that helped author the legislative language of the 2006 amendments to the Illinois Day and Temporary Labor Services Act, the 2006 amendments to the Illinois Minimum Wage Law, and the 2011 "Wage Theft" amendments to the Illinois Wage Payment and Collection Act.

Julie Wilensky is the Director of the California office of the Civil Rights Education and Enforcement Center (CREEC), a nonprofit membership organization based in Denver and Berkeley. She litigates civil rights class actions and impact cases nationwide, including employment and employee benefits cases on behalf of LGBT people. Before joining CREEC, she was a shareholder at Lewis, Feinberg, Lee & Jackson, PC, in Oakland. Previously, she clerked for Judge John T. Noonan, Jr. of the U.S. Court of Appeals for the Ninth Circuit and Judge Nicholas G. Garaufis of the Eastern District of New York. She graduated from Yale Law School and Yale College. Ms. Wilensky is a frequent speaker and writer on LGBT employment and employee benefits issues. She was recognized by the *Daily Journal* as one of California's Top Women Lawyers (2016) and was named one of the Best LGBT Lawyers under 40 by the National LGBT Bar Association (2015).

Cynthia Forman Wilkinson has been representing plaintiffs in individual employment discrimination and civil rights cases for over twenty-five years, and has her own firm in Birmingham, Alabama. Ms. Wilkinson is admitted to practice in the United States District Courts for the Northern, Middle, and Southern Districts of Alabama, the United States Court of Appeals for the Eleventh Circuit, and the United States Supreme Court. Ms. Wilkinson is a NELA member, NELA-AL board member, member of the Birmingham American Inns of Court, member of the Alabama State Bar Association (Labor Law Section), and the Birmingham Bar Association.