

SKI & CLE

# National Labor & Employment Symposium

Steamboat Springs, CO

February 1-4, 2026



Presented by:



**Facilitator:** *Eric W. Iskra, Spilman Thomas & Battle, PLLC, Charleston, WV*

## **Sunday, February 1, 2026**

5:30 - 7:30 p.m.      **Welcome Reception** – *Sponsored by Marsili Mediation*

## **Monday, February 2, 2026**

7:00 a.m.              **Labor and Employment Law Year in Review – Cases in 2025 That Made an Impact**  
*David J. Carr, Ice Miller, Indianapolis, IN*

7:45 a.m.              **Religion in the Workplace: Discrimination, Accommodation, or Otherwise?**  
*Steven W. Seymour, Samuels Yoelin Kantor, LLP, Portland, OR*

8:30 a.m.              **Benefits Management in a Changing Regulatory Environment**  
*Erin M. Sweeney, DLA Piper, Washington, D.C.*

9:00 a.m.              **Morning Sessions Adjourn**

4:30 p.m.              **The Latest Administrative Actions Affecting the Workforce and Related Employment Challenges**  
*Kelly Dermody, Lieff Cabraser Heimann & Bernstein, LLP, San Francisco, CA*  
*Sean R. Gallagher, Polsinelli, Denver, CO*

5:15 p.m.              **Prosecuting and Defending High-Stakes Employment Lawsuits: Key Lessons Learned Through Trial and Error**  
*Doug Dexter Farella Braun + Martel LLP, San Francisco, CA*  
*Anne Shaver, Lieff Cabraser Heimann & Bernstein, LLP, San Francisco, CA*

6:00 p.m.              **Immigration Policies and Impact on the Labor & Employment Landscape**  
*Jeffrey S. Bell, Polsinelli, Park City, UT*  
*Jonathan A. Grode, Green & Spiegel LLC, Philadelphia, PA*

6:30 p.m.              **Evening Sessions Adjourn**

**Tuesday, February 3, 2026**

- 7:00 a.m.            **Muldrow's Impact After Two Years: Adverse Action Forever Changed?**  
*Glenn Duhl, Zangari Cohn Cuthbertson Duhl & Grello P.C., New Haven, CT*  
*Holly Sutton, Farella Braun & Martel LLP, San Francisco, CA*
- 7:30 a.m.            **Workplace Investigations: Lessons from the Trenches**  
*Elizabeth Rooney, Investigations Law Group, Denver, CO*  
*Eli Makus, Van Dermeyden Makus Investigations Law Firm, Sacramento, CA*
- 8:15 a.m.            **Free Speech, Politics, and Social Media – Employee Opinions and Employer Concerns**  
*Aaron Holt, Cozen O'Connor, Houston, TX*  
*Melissa S. Woods, Cohen Weiss and Simon, New York, NY*
- 9:00 a.m.            **Morning Sessions Adjourn**
- 4:00 p.m.            **Civil Rights Under the EEOC: Navigating a New Regulatory Environment**  
*Leslie E. Silverman, Fortney Scott, Washington, DC*  
*Jenny R. Yang, Outten & Gold LLP, Washington, DC*
- 4:30 p.m.            **Psychology of Feedback and Improving Relationships Between Management and Employees**  
*J. Spencer Cook, Performance Fire, LLC, Mooresville, NC*  
*Lindsey Wagner, Moxie Mediation, Burbank, CA*  
*Amanda Wingfield Goldman, Fisher Phillips, New Orleans, LA*
- 5:15 p.m.            **Tips on Litigating Restrictive Covenant Agreements & Trade Secret Theft**  
*Gary Eidelman Saul Ewing Arnstein & Lehr LLP, Baltimore, MD*  
*Stephen E. Fox, Sheppard Mullin, Dallas, TX*
- 5: 45 p.m.            **Win As Much As You Can: Approaches to Negotiation Revealed**  
*Daniel M. Klein, Klein Dispute Resolution, Atlanta, GA*  
*Jason C. Marsili, Rosen Marsili Rapp, LLC, Los Angeles, CA*
- 6:30 p.m.            **Evening Sessions Adjourn**

**Wednesday, February 4, 2026**

- 7:00 a.m.            **The Impact of Technology on the Practice of Law**  
*Adam T. Klein, Outten & Golden LLP, New York, NY*
- 7:30 a.m.            **How to Prepare (and Present) Your Most Important Witness for Trial**  
*Jennifer Schwartz, Rudy, Exelrod, Zieff and Lowe, San Francisco, CA*  
*Steven Sufilas, Holland & Hart, LLP, Salt Lake City, UT*
- 8:15 a.m.            **Your (Employment Litigation): Speaking to Today's Jury – What Will Win the Day?**  
*Ty Hyderally, Hyderally & Associates, Montclair, NJ*
- 9:00 a.m.            **Morning Sessions Adjourn**



**Jeffrey S. Bell** is a Shareholder at Polsinelli in Colorado and Utah. He helps U.S. and international companies navigate the complex landscape of immigration law with practical, business-focused solutions. With more than 30 years of experience, Mr. Bell develops and implements immigration strategies that support clients' talent, growth, and compliance goals. Clients rely on him for guidance in obtaining work visas and permanent residence for key employees, maintaining compliance with immigration regulations, and developing long-term workforce plans that align with their business objectives. He combines a deep understanding of immigration law with insight into the operational realities companies face when hiring and retaining foreign national employees. Mr. Bell earned his bachelor's degree, *cum laude*, at The University of Texas at Austin and his law degree at Washington University-St. Louis School of Law.



**David J. Carr** is a partner in the labor and employment law section of Ice Miller LLP, Indianapolis, Indiana, focusing his practice in the areas of employment litigation, personnel policies, employment discrimination, sports law, and employment contracts involving trade secrets, confidential information and covenants against competition. Mr. Carr is a veteran labor negotiator and has handled numerous labor arbitrations, union avoidance and other collective bargaining matters. He also possesses substantial experience representing employers in wrongful discharge lawsuits and employment discrimination investigations, including sexual harassment situations, as well as litigation of class and collective actions under the Fair Labor Standards Act, in addition to federal and state jury trials. Mr. Carr received his Bachelor of Arts from DePauw University, graduating *summa cum laude* and Phi Beta Kappa in 1981. He then earned his Juris Doctorate from Georgetown University Law Center in 1984. He is ranked in *Best Lawyers in America*, and is a member of the College of Labor and Employment Lawyers.



**J. Spencer Cook** is President of Performance Fire Protection, where he leads the company's mission to deliver innovative fire protection solutions with a focus on safety, compliance, and operational excellence. Since joining the company in 2019 as General Counsel and Director of Administration, and through prior work as an attorney at Spilman Thomas & Battle, PLLC, he has amassed experience in litigation, employment law, construction disputes, and regulatory risk management. Spencer has contributed to various legal publications demonstrating knowledge of employment law, construction law, and fire protection regulatory issues. Spencer earned his J.D. from the University of Tennessee College of Law, graduating *cum laude*, and his B.A. in History from Wake Forest University.



**Kelly Dermody** is Managing Partner of the San Francisco office of Lief, Cabraser, Heimann & Bernstein, LLP, a 100+ lawyer firm with offices in San Francisco, New York, Nashville, and Munich, Germany. She prosecutes civil rights and employment class, collective, and mass tort actions on behalf of employees, consumers, and sex abuse survivors. She is a former Chair of the ABA Section on Labor & Employment Law and past President of the Bar Association of San Francisco. She proudly endorses the principles of diversity, equity, and inclusion, and serves on the Board of the Equal Justice Society. She is a member of the College of Labor and Employment Lawyers and the American Law Institute. Kelly received her B.A. degree *magna cum laude* from Harvard University and J.D. degree from Berkeley Law School, University of California, Berkeley.



**Doug Dexter** is chair of the American Bar Association Labor and Employment Law Section, a fellow in the American College of Labor & Employment Lawyers, and a former president of the Northern California Human Resources Association. Mr. Dexter also served more than 15 years as chair of Farella's Employment Practice. These roles, coupled with 35 years of practicing California employment law, have informed Doug about the status and trends of that law, as well as the value of listening to client priorities, collaborating with a diverse team of legal professionals, and communicating positions toward resolution of employment-related disputes. Mr. Dexter specializes in advising and representing large employers, particularly in the technology industry. He helps these clients reach decisions of first impression that will support client goals over time and application to employee populations, consistent with the client's workplace ethos and brand. These decisional contexts range from drafting policies to resolving individual employee circumstances.



**Glenn A. Duhl** is a principal in Zangari Cohn Cuthbertson Duhl & Grello P.C., representing management in employment law, litigation and trials. An experienced and effective defense lawyer, Mr. Duhl is a keen problem solver. He zealously represents his clients in trials before federal and state court judges, juries and arbitration proceedings. Representative matters include breach of contract, wrongful termination, discrimination, defamation, trade secret misappropriation, restrictive covenants, wage and hour, emotional distress, sexual harassment and class / collective action litigation. Mr. Duhl earned his Bachelor of Arts from Wesleyan University and his Juris Doctorate from Tulane Law School. He is admitted to practice in Connecticut, New York, Massachusetts and Louisiana.



**Gary B. Eidelman** is Chair of Saul Ewing Arnstein & Lehr LLP's Labor and Employment Practice Group, resident in the Firm's Baltimore, Maryland office. His practice involves the representation of management in all aspects of labor and employment law and litigation matters, including restrictive covenant and trade secrets, employment discrimination, harassment, disability and leave, wrongful discharge, wage and hour, occupational safety and health, affirmative action compliance, fair housing and general employment and business counseling. He currently serves as Program Co-Chair (Management) of the ABA Section of Labor and Employment Law's Employment Rights and Responsibilities Committee. He was inducted into The College of Labor and Employment Lawyers in 2009. He also has been named one of America's Leading Lawyers in Employment Law by *Chambers USA* since 2005, Best Lawyers in America since 2013, a "Maryland Super Lawyer" by *Law & Politics* magazine and *Baltimore* magazine since 2007, A Labor and Employment Star for the Northeast by Benchmark Litigation since 2019, and listed in the *International Who's Who of Management Labour & Employment Lawyers* since 2012 and the *International Who's Who of Business Lawyers* since 2013, among other honors. He is a Director of the Downtown Partnership of Baltimore and First Vice President of Beth Tfiloh Congregation of Baltimore City, Inc., having previously served as Chairman of the Board.



**Stephen E. Fox** led the opening of Sheppard Mullin’s Dallas office in 2018. Consistently recognized by peers and clients as a “go-to” courtroom advocate, Mr. Fox has been inducted as a Fellow into the prestigious College of Labor and Employment Lawyers and selected by his peers as one of the Top 100 attorneys in Texas. In 2019, Mr. Fox was selected by Best Lawyers (2020) as a Lawyer of the Year in the field of labor/employment litigation. Mr. Fox graduated from the University of Virginia’s School of Law and obtained his undergraduate degree from the University of Notre Dame. Mr. Fox’s litigation and counseling practice is centered around labor/employment and complex business disputes. His business litigation experience includes trying cases involving trade secret theft, breaches of contract and fiduciary duties, business torts (fraud, unfair competition, defamation), and corporate espionage. In the area of labor/employment law, Mr. Fox has significant experience in defending wage and hour class actions, including claims for off-the-clock work, overtime pay, and meal and rest period violations. He has also tried cases involving claims of discrimination on the basis of race, sex, age, religion, disability, national origin, marital status, sexual orientation, and other classifications, leaves of absence (ADA, FMLA), corporate downsizing, and non-competition violations.



**Sean Gallagher** is a shareholder at Polsinelli. As a member of the firm’s Labor and Employment practice, Mr. Gallagher assists employers in implementing proactive employment policies that help minimize the risk of litigation. When necessary, however, he represents management in all aspects of employment litigation, including cases involving covenants not to compete, wage and hour violations, breach of fiduciary duty and discrimination. His representative commercial litigation experience includes cases involving claims for breach of contract, common law fraud, securities fraud, defamation, unfair competition, consumer protection violations, theft of intellectual property, whistleblowing, ERISA, Medicare payer rules, state and local tax matters and corporate governance disputes. Mr. Gallagher is nationally recognized for his experience in the field of electronic discovery. He is a member of The Sedona Conference’s Working Group on Best Practices for Electronic Document Retention and Production and helped lead a team that drafted the conference’s commentary on Proportionality in the e-Discovery Process. Mr. Gallagher has lectured at more than 150 programs across the country on litigation, ethics, and electronic discovery matters. He also serves as an adjunct professor at the University of Colorado Law School, where he teaches Electronic Discovery. He earned his Bachelor of Arts at Baylor University and his Juris Doctor at the University of Denver Sturm College of Law.



**Amanda Wingfield Goldman** is Of Counsel in Fisher Phillips’ New Orleans office and has over fifteen years of litigation experience. Ms. Goldman advises employers on a broad range of workplace issues, including discrimination, harassment and retaliation, discipline and terminations, accommodations, wage and hour, diversity, pay equity, workplace investigations, and employment policies. She has extensive experience drafting and litigating non-compete, non-disclosure, retention, separation, and other employment-related agreements. Ms. Goldman also manages charges and mediations with the Equal Employment Opportunity Commission (EEOC) and other federal and state agencies. Prior to joining Fisher Phillips, Ms. Goldman was Senior Labor and Employment Counsel for a *Fortune* 500 integrated energy company where she provided daily employment law advice and training, oversaw complex multi-state litigation, and assisted in managing union issues. She earned her bachelor’s degree at the University of Illinois at Urbana-Champaign and her law degree at Loyola University New Orleans School of Law. Ms. Goldman practices in Louisiana, Texas, and Florida.



**Jonathan Grode** serves as the U.S. Practice Director and Managing Partner for Green and Spiegel. Mr. Grode has worked continuously in the U.S. business immigration law field since 1999 and has amassed considerable experience obtaining nonimmigrant and immigrant visas for new company start-ups, professional workers, artists and entertainers, athletes, physicians, and scientific researchers. In addition, Mr. Grode has significant experience dealing with Department of Labor and Department of Homeland Security enforcement actions as well as immigration related aspects of Mergers and Acquisitions. Mr. Grode has been a panelist and moderator on immigration law topics for numerous organizations, including the American Bar Association, Greater Philadelphia Chamber of Commerce, French Chamber for Commerce and Industry (Paris, France), and the American Immigration Lawyers Association. He also writes regularly for industry publications and academic journals. In addition, Mr. Grode is an Adjunct Faculty at Temple University's Beasley School of Law where he teaches Business Immigration Law, Advising Global Corporations, and Law Practice Management. In 2020, Mr. Grode was named Adjunct Faculty of the Year by Temple University.



**Aaron Holt** is a Board Certified Labor and Employment lawyer based in Houston, TX. Aaron exclusively represents employers and management in state and federal courts across the country while providing practical legal advice and counsel. As a former felony trial prosecutor in Houston, Aaron utilizes a wide range of trial experience to advise both large and small employers on legal compliance and risk assessment for any employment or labor law issue. Aaron's expertise in the area of free speech in the workplace has been utilized by The Wall Street Journal, The Huffington Post and Texas Monthly in articles discussing free speech and protests in the workplace.



**Ty Hyderally** has litigated exclusively in the area of employment law and has taken several cases to verdict over the past 30 years. For the past 23 years, he has been the owner of Hyderally & Associates, P.C. in Montclair, New Jersey and New York, New York. Mr. Hyderally served as the President of the National Employment Law Association (NJ) from 2008 to 2012 and has published opinions from the New Jersey Supreme Court in employment law. He has numerous published articles on employment law and has been a frequent speaker at ABA conferences and New Jersey Bar Association conferences. He has served multiple times as the Chairperson of the New Jersey Employment Law Seminar. Mr. Hyderally earned his bachelor's degree at Johns Hopkins University and his law degree at the University of California at Berkeley (Boalt Hall), and formerly was a Naval JAG Officer.



**Eric W. Iskra** is Spilman Thomas & Battle's Member in Charge of Lawyer Administration and Chair of the firm's Labor & Employment Practice Group. Mr. Iskra's practice includes trial work and litigation, with an emphasis on labor and employment, employment class action, wage and hour class/collective action, and other high-stakes litigation. Mr. Iskra is Chair-Elect of the ABA's Labor and Employment Law Section, the largest L&E-focused bar association in the United States. He is a Fellow of The College of Labor and Employment Lawyers (serving on the Fourth Circuit Credentials Committee); recognized by *Chambers USA: America's Leading Lawyers for Business* in Labor & Employment Law; by *Best Lawyers* as "Lawyer of the Year" for Employment Law - Management in Charleston, WV; by *West Virginia Super Lawyers*; and by *Corporate Counsel Super Lawyers*. Mr. Iskra earned his bachelor's degree from the College of William and Mary and his law degree from Wake Forest University School of Law.



**Adam T. Klein** is Managing Partner of Outten & Golden LLP, and founded the firm's class action practice area. His practice focuses on the prosecution of class actions and impact litigation of employment discrimination and wage and hour claims. Mr. Klein currently serves as lead or co-lead plaintiffs' counsel in numerous major class action lawsuits involving discrimination claims in the financial services industry, the high tech industry, and challenges to the use of credit and criminal history records for employment decisions. Mr. Klein is a former Co-Chair of the Executive Board of Lawyers' Committee for Civil Rights Under Law. For numerous years, Mr. Klein has been selected as one of the Lawdragon 500 leading lawyers in America as well as Best Lawyers in America, New York's Super Lawyers – Manhattan Edition, and as a member of the Hall of Fame in the Legal 500. Mr. Klein is a Fellow of the College of Labor & Employment Lawyers. Mr. Klein received his undergraduate degree from the School of Industrial and Labor Relations at Cornell University in 1987 and his law degree from Hofstra University in 1990.



**Dan Klein** has litigated, mediated, and arbitrated employment law cases for the past 30 years. Mr. Klein has mediated more than 800 cases and arbitrated over 150 more. He has taught mediation and negotiation techniques around the United States and in Europe. Mr. Klein has consistently been listed as a "Super Lawyer," in the *U.S. News* listing of "Best Lawyers in America," and in Martindale Hubbell's Bar Register of Preeminent Lawyers. He was a member of the Board of Directors of the Labor & Employment Section of the Atlanta Bar Association between 2008 and 2018, serving as Chair in 2011-12. In 2014, Mr. Klein founded Klein Dispute Resolution, focusing his practice on mediation and arbitration work. Mr. Klein continues to serve as a member of the American Arbitration Association's mediator and arbitrator panels for employment and commercial cases.



**Eli Makus** is the Managing Partner of Van Dermyden Makus Law Corporation, a preeminent investigations Firm with attorneys across California and Arizona. Van Dermyden Makus is devoted to promoting fair workplaces and safe campuses through industry-leading neutral fact-finding services. Drawing upon his extensive employment law background, Mr. Makus conducts complex and sensitive investigations involving a variety of workplace complaints for public and private employers throughout California. Mr. Makus regularly trains on employment law topics, including training internal and external investigators on how to conduct impartial workplace investigations. Mr. Makus is the Immediate Past President for the Association of Workplace Investigators (AWI) Board of Directors and regularly serves as Faculty for AWI's ANAB (formerly ANSI)-accredited Training Institute.



**Jason C. Marsili** is a partner at Rosen Marsili Rapp LLP and the founder of Marsili Mediation Inc. His practice focuses on class and collective wage and hour litigation involving violations of the FLSA and state law. Additionally, Mr. Marsili handles matters concerning medical leaves, employment discrimination, sexual harassment, wrongful termination, executive compensation, labor-management relations, and Title IX. Mr. Marsili is also an adjunct professor at USC Gould School of Law, teaching courses in negotiation theory and mediation advocacy. Mr. Marsili remains 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 is a former Co-Chair of the ABA Federal Labor Standards Legislation Committee and currently serves as a Chair-Elect of the Section of Labor and Employment Law. He is a Past Chair of the LACBA Labor & Employment Law Section, a member of the Board of Governors for the Italian American Lawyers Association, and sits on the Board of Directors for the Impact Fund and Legal Aid at Work.



**Elizabeth Rooney** has been providing impartial investigations to clients in Colorado and around the country since 1994. She specializes in complex investigations in the workplace and her practice has run the gamut from class-based discrimination investigations, hostile work environment claims, retaliation, whistle-blower, ethics violations, rape and sexual assault, executive misconduct and corruption investigations, including many high profile matters. Ms. Rooney is a former member of the Board of Directors of the Association of Workplace Investigators, and founded the organization's Colorado presence. Ms. Rooney is the co-author of *Workplace Investigations in Colorado, Practitioner's Guide to Colorado Employment Law* (January 2018), and she presents and teaches on investigations to a wide variety of audiences. Liz owns Investigations Law Group in Denver, Colorado with her partners Jennifer Volmer and Anne McCord.



**Jennifer Schwartz** is a partner at Rudy Exelrod Zieff & Lowe in San Francisco. She represents employees exclusively in a wide range of employment matters, including litigation in state and federal trial courts, before administrative agencies, and in appellate courts. Ms. Schwartz has been repeatedly nominated by her peers as a Super Lawyer and has been named a Top Woman Attorney in Northern California. She serves as a FINRA arbitrator. Ms. Schwartz is a graduate of Yale University and N.Y.U. School of Law, having completed her third year at Stanford School of Law. Ms. Schwartz's employment practice focuses on claims of wrongful termination, discrimination, sexual harassment, retaliation, and violation of state and federal wage and hour laws. She represents whistleblowers and individuals who have experienced adverse employment action as a result of opposing illegal or unethical corporate practices. Ms. Schwartz's highly specialized practice involves a variety of professional and executive compensation and benefits matters, including the negotiation of employment, severance, restrictive covenant, and trade secret agreements. She provides advice to founders and other employees and professionals at both "start-ups" and existing businesses relating to transactional matters, including changes in control, mergers, team moves, and the formation and sale of businesses. She boasts successful resolution of pre- and post-employment conflicts short of litigation using a collaborative approach with her client's employers.



**Cathleen Scott** is the Managing Partner and founder of the Scott Law Firm in Jupiter, Florida. Her specialties include arbitration, breach of contract, class and collective actions, discrimination, EEO matters, harassment, NLRB matters, noncompete agreements, retaliation, severance agreements, unemployment appeals, unions, USERRA, unpaid wages and overtime (FLSA), whistleblowing, and wrongful discharge. She was admitted to the Florida Bar in 1998 and has been Board Certified by the Florida Supreme Court in the areas of Labor and Employment Law since 2006. Ms. Scott is a certified mediator and former owner and President of ARC Mediation. She regularly lectures on employment law topics as well as alternative dispute resolution. Involved in multiple organizations, Ms. Scott is the former chairperson of the Executive Committee for the Florida Bar Labor and Employment Law Section. She currently chairs the scholarship committee. Additionally, Ms. Scott is an active member of the National Employment Lawyers Association (NELA), a Fellow in the Litigation Counsel of America Trial Lawyer Honorary Society, and former Vice President and current Southern District Area Representative to the Association's Florida Chapter (Florida NELA). She is a member of the Palm Beach County Chapter of the Florida Association of Women Lawyers (FAWL) and former chair of the Palm Beach County Bar Association's Labor and Employment Law CLE Committee Section. Practicing in state and federal courts, Ms. Scott is an accomplished litigator and services clients throughout the state. She is licensed in the Northern, Middle, and Southern Districts of Florida, and handles appeals of employment matters in the Florida's Fourth District Court of Appeal as well as the United States Eleventh Circuit Court of Appeal. Ms. Scott is recognized as a "Super Lawyer" by Thompson Reuters through her high-degree of peer recognition and professional achievements, received an AV Preeminent Peer Review Rating from Martindale Hubble – the highest level of professional excellence, and was recently featured as a Top Lawyer to Watch in 2014 by *Lawyer at Law Magazine*.



**Steven W. Seymour** is an accomplished business litigator with an emphasis on labor and employment law focusing on cases involving disability, sexual discrimination, wrongful termination and noncompete agreements. Formerly, Mr. Seymour served as chairman of the litigation section of the Oregon State Bar. He argued the landmark U.S. Supreme Court employment law case, *Clackamas Gastroenterology v. Wells*, which established the test for whether an individual is an employee. He has been invited to lecture at venues including the Willamette University Law School, the American Bar Association Convention, and the National Employment Law Conference in Colorado. He was invited to lecture at the University of Passau School of International Law in Germany where he presented a series of lectures on "Trial as Theatre, the American Jury System." As part of a recent sabbatical, he participated with British Barristers in a murder trial at the Old Baily in London. He is a lifetime member of Disabled American Veterans and is active in Post 55, the American Legion. Mr. Seymour operates a lavender farming operation at his home near Mosier, in the Columbia Gorge, and has served on the Board of Directors of the Oregon Lavender Association. He is a lifelong photographer working in both digital and film processing. Mr. Seymour is also a jazz drummer playing with the River City Trio in local venues. He is a graduate of Willamette University School of Law (J.D., 1975), University of Iowa (B.A., 1968), and graduate studies at the University of Tübingen, Germany (1970-71). He is licensed to practice law in Oregon and Washington and is a partner in the Portland law firm Samuels Yoelin Kantor, LLP.



**Anne B. Shaver** is a partner at Lief, Cabraser, Heimann & Bernstein, LLP, with a focus on representing employees in employment discrimination, wage and hour, and antitrust class actions. She works remotely for the firm's San Francisco office from her home in Denver, Colorado. She graduated from UC Berkeley School of Law in 2007, and served as a law clerk to the Honorable Betty B. Fletcher of the Ninth Circuit U.S. Court of Appeals. Ms. Shaver is the former Co-Chair of the ABA's Equal Employment Opportunity Committee, and the current Vice-Chair of the ABA's Labor & Employment Law annual section conference. She was selected for The Best Lawyers in America in the Employment Law category in 2021, the "40 & Under Hot List" by Benchmark Litigation for 2018-2020, and the *Daily Journal's* "Top Labor & Employment Lawyers" 2018-2020.



**Leslie E. Silverman** is a shareholder at Fortney & Scott, LLC, where she counsels employers on workplace law compliance. She represents clients in complex and systemic matters before the EEOC and specializes in high-stakes workplace investigations. Leslie also serves as an independent monitor addressing allegations of widespread discrimination and harassment in consent decree resolutions and conciliation agreements between employers and the EEOC, and in private settlements. She advises organizations on implementing effective policies, robust complaint procedures, impactful training programs, compliant application processes and accountability measures, as well as on the development of employee feedback tools and culture initiatives. Prior to returning to private practice, Leslie served as a Vice Chair and Commissioner at EEOC where she led the Systemic Task Force resulting in the 2006 overhaul of EEOC's Systemic Discrimination Program, spearheaded the 2007 Caregiver Guidance and guided the 2008 Compliance Manual on Religious Discrimination through the agency, and as Labor Counsel to the U.S. Senate HELP Committee.



**Steven Sufilas** is a Partner at Holland & Hart. He provides strategic counsel and pragmatic guidance to help employers respond to employment and labor law issues. Mr. Sufilas teams with management to navigate the challenges of operating compliant, productive workplaces. He invests time to understand each employer's business operations, objectives, culture, and employee dynamics to deliver targeted advice. An experienced litigator, Mr. Sufilas understands the tactics required to advance an employer's rights, whether defending them in individual or class actions and appeals in state or federal court; before administrative agencies, including the NLRB, EEOC, and Utah Labor Commission; or in arbitration and mediation. Mr. Sufilas works with management to develop labor relations strategies, represents management in union negotiations, NLRB proceedings, and labor arbitrations, and helps employers counter union organizing threats. He also works with clients to remain competitive by crafting company-wide labor and employment law strategies, and developing and enforcing compliant policies to hire, promote, and retain talent across an enterprise. Mr. Sufilas is a sought-after lecturer, frequently speaking around the country at expert-level programs on matters that involve thorny legal issues for employers. Business and legal publications regularly turn to Mr. Sufilas for his analysis of trends and developments in the employment and labor field. Before joining Holland & Hart, Mr. Sufilas practiced most recently at a national law firm in its New Jersey, Denver, and Salt Lake City offices, where he served as an office managing partner.



**Holly Sutton** is co-managing partner of Farella Braun + Martel and former Chair of the Employment Practice group. Holly guides businesses, compensation committees, and boards in managing the critical employment matters they face, with an eye toward practical solutions and risk management. Holly counsels clients on the design and implementation of employment-related policies and practices to minimize the risk of employment litigation and ensure compliance with applicable law. Holly is a graduate of UC Berkeley and Stanford Law School.



**Erin Sweeney** advises on all facets of employee benefits, including Affordable Care Act (ACA) compliance, mental health parity, transparency, health privacy and the Health Insurance Portability and Accountability Act (HIPAA), welfare benefit claims, health insurance continuation (COBRA), US Department of Labor (DOL) and Internal Revenue Service (IRS) audits and investigations, and employee benefit plan administration, including the application of Title I of ERISA to benefit plans. She counsels and represents parties in litigation regarding fiduciary obligations, including plan investments, fee disclosure and prohibited transactions and exemptions. She additionally provides advice on post-retirement medical benefits and the employee benefits provisions of the Americans with Disabilities Act (ADA) and the Age Discrimination in Employment Act (ADEA).



**Lindsey Wagner**, CIPP/US, AWI-CH is owner of Moxie Mediation in Burbank California and Dublin, Ohio. She specializes in mediating cases in California, Florida, and Ohio, offering both remote and in-person services. Beyond geographical boundaries, she conducts workplace investigations nationwide and internationally. Lindsey takes pride in delivering tailored workplace training and fostering diversity and inclusion through customized programs. As an Employment Mediator and Employment Arbitrator affiliated with the American Arbitration Association (AAA), Ms. Wagner brings a wealth of expertise to employment-related disputes. Additionally, she collaborates with Network Mediations, providing mediation services that bridge gaps and facilitate resolutions. She is a licensed attorney in California, Florida, New York, and Ohio and is also an Association of Workplace Investigators (AWI) Certificate Holder, meaning that she has demonstrated success in achieving the core knowledge and skills necessary to perform impartial workplace investigations. Ms. Wagner is on the Executive Council for the Florida Bar Association Labor and Employment Section. She is a member of the Association's Entertainment, Arts, and Sports Law Section. She serves as Employee Co-Chair for Membership Outreach with the Labor and Employment Committee for the American Bar Association. She is also the Dinner Committee Co-Chair and Editorial Board Member of *LA Lawyer Magazine* for the Los Angeles County Bar Association (LACBA) Labor and Employment CLE Committee. She is a member of the Southern California Mediation Association (SCMA), the Association of Workplace Investigators (AWI), the International Ombuds Association, and the Columbus Chamber of Commerce. Ms. Wagner earned a double Bachelor of Arts degree from Miami University and earned her Juris Doctor with a concentration in International Law from Stetson University. She also received a Certificate in Health and Hospital Law from Seton Hall School of Law.



**Melissa S. Woods** is a Partner at Cohen Weiss & Simon who focuses on negotiating and litigating labor and employment law matters on behalf of unions and individual employees, and represents unions in employer bankruptcy proceedings. Ms. Woods leads the firm's harassment/discrimination prevention and DEI practice, where she shares her extensive experience investigating allegations of discrimination and harassment, providing legal and strategic advice on policy matters and workplace culture, and creating and conducting discrimination and harassment prevention, implicit bias and racial sensitivity trainings.



**Jenny R. Yang** is a Partner at Outten and Golden. She helps workers challenge systemic discrimination in hiring, pay, promotion and other employment opportunities. She also focuses on emerging legal issues tied to artificial intelligence and automated decision systems used in employment—areas where technology has the potential to impact civil rights on an unprecedented scale if left unchecked. As part of the firm's government representation practice, she also works with state and local governments in enforcement actions. Prior to joining the firm, Ms. Yang served as a Deputy Assistant to President Biden in the White House, advancing racial justice and equity, and as Director of the Office of Federal Contract Compliance Programs at the U.S. Department of Labor, enforcing federal contractors' equal opportunity requirements. Before her service as EEOC Chair, she spent a decade representing workers in class civil rights and wage and hour actions, and five years as a trial attorney in the United States Department of Justice's Civil Rights Division, Employment Litigation Section, where she prosecuted workplace discrimination cases against state and local governments. She earned her bachelor's degree at Cornell University and her law degree at New York University School of Law.

