

About the Contributors

Carla Barboza is a fulltime ADR professional and has served as a neutral since 1998. She is also a member of the AAA Labor and Employment Panel. Ms. Barboza began her legal career as a civil rights attorney and later moved on to the Los Angeles office of the Equal Employment Opportunity Commission. She has more than twenty years of experience handling complex employment disputes. She is currently a member of the Los Angeles Superior Court ADR Committee; National Employment Lawyers Association; California Employment Lawyers Association; the Employment Law Sections of the ABA, the State Bar of California, and the Los Angeles County Bar; the Mexican-American Bar Association; and the Latina Lawyers Association. Carla received her J.D. from UCLA School of Law, 1982, and her B.A. in Latin American studies from UCLA, 1978.

Cathy J. Beveridge is a shareholder in the Employment Law Practice at Fowler White Boggs P.A. in Tampa, Florida. She has over twenty years of experience in management representation in federal and state discrimination litigation, employee benefits (ERISA), civil rights litigation, union/management matters, minimum and overtime wage issues, OSHA investigations, and general personnel matters. Ms. Beveridge is Board Certified in Labor and Employment Law by The Florida Bar and is AV peer review rated by Martindale-Hubbell. For the last several years, Ms. Beveridge has been listed as one of The Best Lawyers in America, and as a leading Employment Lawyer in Florida by Chambers USA. She received her B.A., summa cum laude, from the University of Georgia and her J.D. from Emory University.

Heather B. Brock is a shareholder in the Employment Law Practice at Fowler White Boggs P.A. in Fort Lauderdale, Florida. For over fifteen years, she has been representing management in all types of federal and state employment litigation and before administrative agencies involving discrimination law, employment contracts, employee benefits (ERISA), union/management matters, minimum and overtime wage issues, OSHA matters, and general personnel matters. Ms. Brock is AV peer review rated by Martindale-Hubbell and has been listed as one of The Best Lawyers in America, as one of the top two percent practicing Florida Bar members by Florida Legal Elite, and in *Florida Super Lawyers*. She received her B.A., cum laude, from Washington & Lee University and her J.D. from the University of Florida College of Law.

David J. Carr is a partner in the labor and employment law section of Ice Miller LLP, focusing his practice in the areas of labor negotiations and arbitrations, personnel policies, employment discrimination, sports law, and employment contracts involving trade secrets, confidential information, and covenants against competition. He also represents employers in wrongful discharge lawsuits and employment discrimination investigations, as well as litigation of collective actions under the Fair Labor Standards Act, in addition to federal and state jury trials. Mr. Carr is a member of the American, Indiana, and Indianapolis Bar Associations, and serves on the Employment Rights and Responsibilities (ERR) Committee of the ABA Labor Section. He is the current Co-Chair of the Non-Compete and Trade Secrets Subcommittee and is a past Chair of the Indianapolis Bar Association Labor Law Section. Mr. Carr received his B.A. from DePauw University, graduating summa cum laude and Phi Beta Kappa in 1981. He then earned his J.D. from Georgetown University Law Center in 1984. From 2004 through 2010, Mr. Carr was named an Indiana “Super Lawyer.”

John J. Coleman, III, a partner in Burr & Forman LLP’s Labor & Employment Law practice, defends employers before juries, agencies, and courts. A Fellow in the College of Labor and Employment Lawyers and an adjunct law school instructor, he has been named in Lawdragon’s 2009 Top 100 Most Powerful Employment Attorneys in America, in every Best Lawyers in America since 1993, in every Chambers Leading Business Lawyers, and in his state’s Super Lawyers top fifty. A Duke University and Duke Law School graduate and a former law clerk to the late U.S. Circuit Judge Donald Russell, Mr. Coleman has authored two books and is a member of the ABA; the state bars of

Alabama (former chair, Labor and Employment Section), Georgia, and Texas; and the bars of numerous federal courts.

Jeffrey A. Dretler is a partner in Prince, Lobel, Glovsky & Tye's Employment Law Group, where he represents employers and executive-level employees in litigation involving discrimination, harassment, retaliation, wrongful termination, defamation, and wage and hour and non-compete claims, among others. Mr. Dretler also counsels employers on independent contractor issues, FMLA, and drafts non-compete agreements, severance agreements, and personnel manuals. Previously, he practiced litigation at Mintz, Levin, Cohn, Ferris, Glovsky & Popeo, was as an assistant district attorney with the Suffolk County District Attorney's Office, and a law clerk to the Honorable William G. Young of the U.S. District Court for the District of Massachusetts. Mr. Dretler serves as Management-Side Vice Chair of the ABA Section of Labor and Employment Law's National Programs Subcommittee and is a longtime member of the Anti-Defamation League's New England Regional Board of Directors. He earned his B.A. from Northwestern University and his J.D. from Northeastern University School of Law.

Gwenlynn D'Souza of D'Souza Law Office, LLC regularly counsels employees and employers on public and federal sector employment law matters. She has represented clients in litigation matters before the federal and state courts in the District of Columbia and the State of Maryland, as well as before administrative agencies, including the Equal Employment Opportunity Commission and the Merit Systems Protection Board. Ms. D'Souza's pro bono activities include serving as a mediator at the Montgomery County Office of Human Rights and as a volunteer on the Women's Law Center of Maryland Employment Law Hotline. She is the Co-Chair of the Employment Law Section of the Bar Association of Montgomery County and the Co-Chair of the Moot Court Committee of the Metropolitan Washington Employment Lawyers Association. Ms. D'Souza is a graduate of the Columbus School of Law, The Catholic University of America.

Charles A. Edwards is a partner and former Labor and Employment Practice Group Leader at Womble Carlyle Sandridge & Rice, PLLC, in Winston-Salem, North Carolina. He received his A.B. from Davidson College and his J.D. from the University of North Carolina School of Law. Mr. Edwards is the author of *Georgia Employment Law* (The Harrison Company, 1st ed.

1982 and supplements) and *Inside the Minds: Leading Lawyers on Employment Contracts, Workplace Discrimination and Dispute Resolution* (Aspatore Books, 2006) and a contributor to *The Developing Labor Lawyer* (BNA, 1982–1996), Schlei & Grossman, *Employment Discrimination Law* (1983–1987), and *Employment-at-Will: A State-by-State Survey* (ABA) 1984–1988). He is a member of the ABA, State Bar of Georgia, The North Carolina State Bar, and North Carolina Bar Association. Mr. Edwards is admitted to practice in Georgia, the District of Columbia, and North Carolina.

Edward T. Ellis is a partner and chair of the Employment Law Department of Montgomery, McCracken, Walker & Rhoads, LLP. His practice is primarily labor and employment litigation, where he defends employers in discrimination, wrongful discharge, sexual and racial harassment claims, whistleblower claims, trade secret, employment tort, contract, regulatory, Fair Labor Standards Act, LMRA and ERISA, Davis-Bacon and Prevailing Wage Act claims, and Federal False Claims Act and procurement fraud claims cases. He has an active trial practice in the federal and state courts in Pennsylvania and New Jersey. Mr. Ellis is a member of the Pennsylvania and New Jersey bars, and is admitted to the bars of the Supreme Court of the United States, the U.S. Third Circuit Court of Appeals, the U.S. Ninth Circuit Court of Appeals, the Eastern District of Pennsylvania, the District of New Jersey, and the United States Tax Court. He graduated magna cum laude from the University of Notre Dame with a B.A. degree in Government and English in 1973. Mr. Ellis earned his J.D. degree from the University of Pennsylvania Law School in 1976.

Daniel C. Emerson is a partner at Bose McKinney & Evans LLP, chair of the firm's Sports, Entertainment and Media Group, and General Counsel for the Indianapolis Colts. In addition, he represents other businesses throughout the country in litigation and employment-related matters. Mr. Emerson graduated from Macalester College summa cum laude in 1976, and he attended law school at Indiana University-Bloomington, where he served as managing editor of the *Indiana Law Journal* and graduated cum laude in 1979. He is a member of the Indianapolis, Indiana State, American, Federal, and Seventh Circuit Bar Associations, and is a past chairman of both the Indiana State and Indianapolis Bar Associations' Labor and Employment Law Sections. He also has served as an adjunct professor of personnel law at Indiana University-Indianapolis. Mr. Emerson has been included in The Best Lawyers in America since 2006 and is listed as an Indiana Super Lawyer.

David Gevertz is an employment lawyer and Vice Chair of Baker Donelson's Labor & Employment Department. His practice is concentrated on defending large- and medium-sized organizations accused of violating local, state, and federal discrimination, wage and hour, privacy, drug testing, and benefits laws. He is also experienced in negotiating and litigating executive agreements and restrictive covenants, as well as in leading sensitive internal investigations and implementing widespread reductions in force. Mr. Gevertz's practice also involves counseling and litigating on behalf of financial, housing, testing, and hospitality-based institutions sued for violating public accommodations, fair housing, fair testing, and fair lending laws. He is admitted to the Georgia Bar, United States District Courts for the Northern and Middle Districts of Georgia, the United States District Court for the Northern District of Florida, the Northern District of Illinois, and the United States Court of Appeals, Fourth, Sixth and Eleventh Circuits. Mr. Gevertz attended Harvard Law School, J.D., 1995, cum laude and Emory University, B.A., 1992, Phi Beta Kappa.

Jon W. Green is a member in the Morristown, New Jersey, law firm of Green Savits & Lenzo, LLC. He concentrates in the practice of employment law almost exclusively on behalf of employees. Mr. Green is admitted to state and federal courts in New Jersey and New York, the U.S. Supreme Court, and to the U.S. Courts of Appeals, Second and Third Circuits. He has been designated as a Certified Civil Trial Attorney by the New Jersey Supreme Court, and since 2005 he has been annually awarded status as a New Jersey Super Lawyer in employment litigation on behalf of employees. Mr. Green is currently a Master in New Jersey's Sidney Reitman Inn of Court and is on the Executive Committee of the Labor and Employment Section of the New Jersey State Bar. He previously served as Co-Chair of the Employment and Labor Relations Law Committee of the Litigation Section from 1998 through 2001. He was previously co-chief editor of the 1998 ABA *Employment Litigation Deskbook*, in which he also co-wrote chapters on summary judgment and trial preparation. Mr. Green is also the Co-Chief Editor of the Second Edition of the ABA *Model Jury Instructions, Employment Litigation* that was published in August 2005. He is a member of the New Jersey chapter of the National Employment Lawyer's Association, where he previously served on the Executive Committee and as Amicus Co-Chair.

Bruce S. Harrison is a graduate of Case Western Reserve University, where he received his B.A. Thereafter, he attended the National Law Center of George

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Howard B. Hoffman is an attorney who concentrates exclusively on employment law matters. A significant aspect of his practice has involved prosecuting and defending collective actions under the Fair Labor Standards Act. In addition to providing representation to clients in employment-related matters, Mr. Hoffman has counseled employers of various sizes and industries in how to implement lawful employment policies. Mr. Hoffman is an honors graduate of the University of Maryland School of Law. He has been published in the ABA's *The Business Lawyer* and has served as a contributing revisions editor to Matthew Bender's *Employment Law Deskbook*. Since 2002, Mr. Hoffman has served as a contributing supplements editor to *The Fair Labor Standards Act*, a legal treatise prepared by ABA subcommittee on Federal Labor Standards Legislation in conjunction with the BNA.

Alan R. Kabat is a partner at Bernabei & Wachtel, PLLC (Washington, D.C.), where his practice focuses on representing employees in discrimination, retaliation, and whistleblower actions, as well as workplace breach of contract and defamation actions. He received his J.D. from the Georgetown University Law Center, and is admitted in the state and federal courts in the District of Columbia, Maryland, and Virginia. He also serves on the Publication Committee of the D.C. Bar Association, and is co-chair of the Amicus Committee of the Metropolitan Washington Employment Lawyers Association. Mr. Kabat has published articles in legal journals, including *The Labor Lawyer*, *National Law Journal*, *The Practical Lawyer*, and *Trial*.

Stephanie P. Karn is a Partner at McGuireWoods LLP in its Labor & Employment Department. She devotes her professional practice to employment law and

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Mishell B. Kneeland is an Assistant Attorney General for the State of Texas. She defends state agencies and universities, elected and appointed state officials, and state employees in civil rights litigation, including employment litigation. Ms. Kneeland received her law degree cum laude from the Georgetown University Law Center in Washington, D.C., and also graduated cum laude from the Wharton School at the University of Pennsylvania. After graduating from Georgetown, she clerked for the Honorable Gladys Kessler of the United States District Court for the District of Columbia, before practicing commercial and employment litigation in New York.

Kathleen Liever is an associate in the Employment Law Practice at Fowler White Boggs P.A. in Tampa, Florida. She focuses her practice on labor and employment law and white collar criminal defense. Ms. Liever has experience representing employers and management in a variety of employment-related disputes, including disputes involving allegations of discrimination, retaliation, harassment, wrongful discharge, employment contracts, minimum and overtime wage issues, OSHA matters, and general personnel matters. She received both her B.A. and M.A., cum laude, from La Salle University, and her J.D. from The George Washington University Law School.

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Hala A. Sandridge is a shareholder, Appellate Practice Leader, and Chair of Fowler White Boggs P.A.'s Pro Bono Committee. She practices in all facets of commercial and employment appeals and has directly handled hundreds of appeals in both state and federal appeals courts. Ms. Sandridge is Board Certified in Appellate Practice by the Florida Bar and she is AV peer review rated by Martindale-Hubbell. She received her B.A. from the University of Florida and her J.D., with Honors, from Florida State University College of Law.

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