

LEAP 2020

# PRESENTERS

## MODERATOR:



### **Joseph Beachboard**

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Joseph L. Beachboard serves as Managing Director for Ogletree Deakins and is a founding member of the Management Labor and Employment Roundtable. In addition to assisting employers with workplace law issues, he speaks regularly to HR and employer groups and has been quoted in publications such as the *Los Angeles Times*, *The Wall Street Journal*, *HR Magazine*, *National Law Journal*, and *Workforce*. He is the editor of the HR Specialist's monthly *California Employment Law* newsletter. This marks Joe's 16<sup>th</sup> year as LEAP moderator.

## PRESENTERS:



### **Deborah S. Adams**

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Deborah is a member of Frost Brown Todd LLC and practices in the labor and employment law practice group. She represents management in the areas of employment discrimination and wrongful discharge. She has successfully represented companies defending against class and collective actions alleging employment discrimination, including class actions under the FMLA and collective actions under the EPA. She is included in the *Best Lawyers in America*, and *Chambers USA* described her as having a "great presence in front of a jury."



**Richard Brann**  
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Richard is former chair of the Labor and Employment Law Practice at Baker Botts L.L.P., where he specialized in representing management in all aspects of labor and employment law. He was included in *The Best Lawyers in America* in the field of labor and employment law for over 25 years. Richard is a Fellow of the College of Labor & Employment Lawyers and is the past chair of the Labor and Employment Law Section of the Houston Bar Association. He serves as an arbitrator and mediator of labor and employment disputes.



**C.B. Burns**  
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Clara (C.B.) is a partner in Kemp Smith's labor and employment department and a member of the firm's management committee. She has successfully defended clients in discrimination, discharge and other employment matters in the federal and state courts of Texas and New Mexico. C.B. is a past chair of the State Bar of Texas Labor and Employment Law Section, and is a frequent speaker at national and state seminars. She serves as an editor of the *Texas Employment Law Handbook*, and is recognized by Chambers USA America's Leading Lawyers for Business and in *The Best Lawyers in America*, and is a Fellow of the College of Labor & Employment Lawyers.



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Joseph is a founding shareholder of the Phoenix office of Ogletree Deakins. He provides counseling on a wide array of state and federal laws. Joe has been singled out by *Chambers* as one of the top labor and employment law attorneys in the nation for several years in a row. He has served as Chair of the State Bar of Arizona's Employment and Labor Law Section. In 2013, Joe was named *Phoenix Lawyer of the Year* for Employment Law/Management and again in 2017 for Labor Law/Management. He is a member of *The College of Labor and Employment Lawyers*.



**Dennis Davis, PhD**  
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Dr. Davis, who holds a Ph.D. and M.A. in psychology, is a nationally recognized expert in the areas of workplace violence, conflict resolution, sexual harassment and cultural diversity. Since 2008, he has served as Ogletree Deakins' National Director of Client Training. In that capacity, he develops and implements training programs designed to minimize the risks associated with inappropriate employee behavior. Dr. Davis is also a dynamic speaker and author of the well-received book, *Threats Pending, Fuses Burning: Managing Workplace Violence*.



**John Alan Doran**  
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John is an attorney with Sherman & Howard in Phoenix, where he focuses his practice in the areas of labor & employment counsel and litigation. His practice covers a broad range of services from client counseling and prevention strategies, to litigation and appeals. He has argued multiple cases to the Arizona Supreme Court and the Arizona Court of Appeals, plus countless administrative appeals before state and federal administrative tribunals. He repeatedly has been recognized as among the "Best of the Bar" in Arizona and has been an instructor for the National Institute of Trial Advocacy.



**John Fay**  
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John is a business immigration attorney and the president of LawLogix, a division of Hyland. LawLogix is a leading provider of electronic I-9 compliance, E-Verify and immigration case management software. John is also a frequent speaker on immigration issues, and the author of the popular LawLogix I-9 and E-Verify blog. As an immigration attorney with more than 10 years' experience, John has advised corporations, educational institutions and individuals on a variety of U.S. immigration and employment eligibility issues.



**Jill Garcia**  
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Jill is a shareholder in the Las Vegas office of Ogletree Deakins, where she represents employers in federal and state employment law issues, including wage-and-hour law, FMLA, discrimination, harassment, handbook and workplace policy issues. She also leads regular employment law compliance training for employers, conducts internal investigations and is a frequent speaker to employer groups on these employment law issues.



**Alice Gilman**  
Editor, *Payroll Legal Alert* newsletter and  
the *Payroll Compliance Handbook*  
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Alice is an expert in payroll and tax compliance who has covered payroll issues for more than 26 years. At LEAP, she is leading the Payroll Compliance Workshop on Wednesday morning. Alice has written and edited several leading payroll publications, including Business Management Daily's *Payroll Legal Alert* and the Research Institute of America's *Payroll Guide*. She's also the editor of Business Management Daily's *Payroll Compliance Handbook* and *The Complete FLSA Compliance Kit*. She regularly presents payroll-related webinars for national audiences.



**Hon. Charles A. Gonzalez**  
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Charlie Gonzalez began practicing law in 1982 and served first as a municipal court judge, then later as a judge in county and district courts, both of which are elected positions. In 1998, he was elected to the U.S. House of Representatives from Texas's 20<sup>th</sup> congressional district. He was re-elected six more times before deciding to step down in 2012. While in Congress, Charlie served on many important committees, including Judiciary, Homeland Security and Small Business. He also was the chairman of the Congressional Hispanic Caucus. Charlie now serves as an attorney in the San Antonio office of Ogletree Deakins.



**Charles C. High Jr.**

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Charles is a partner in the labor and employment department of Kemp Smith. He represents employers exclusively in all aspects of labor and employment law, including wage-and-hour issues, discrimination claims, wrongful discharge, ADA, FMLA, privacy, union campaigns, union contract negotiations and the development of employment policies and practices to reduce the risk of litigation. He has been recognized for several years as a “Texas Super Lawyer” by *Law & Politics* magazine and is a past chair of the Texas State Bar Labor and Employment Law Section.



**Carrie Hoffman**

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Carrie is a partner with Foley & Lardner LLP, where she represents and counsels major employers nationwide in all areas of labor and employment law across a wide range of industries. Carrie is highly regarded for her experience with wage and hour issues, as well as employment discrimination and retaliation claims. She regularly reviews and drafts employment agreements—such as covenants not to compete—and advises clients on a wide variety of labor and employment issues.



**Amanda Jones**

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Amanda is a partner with Cades Shutte, where she represents employers in state and federal trial and appellate courts, in arbitrations and in administrative proceedings before the EEOC and the Department of Labor. She has successfully defended employers against claims of discrimination, harassment, retaliation and whistleblowing. She has also achieved favorable decisions in union grievance arbitrations. Prior to her legal career, Amanda was a news reporter and anchor for the ABC affiliate in Biloxi, Mississippi.



**Daniel Kaplan**  
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Dan is a partner with Foley & Lardner LLP, and is co-chair of the firm's Labor & Employment Practice. He counsels employers in all aspects of the employer-employee relationship and has experience litigating before federal and state agencies, state courts and federal courts throughout the country. He works extensively with employers on affirmative action compliance, wage & hour litigation, and OSHA compliance. Dan is included in both *The Best Lawyers* and *Chambers USA*, and he will serve as moderator of The HR Specialist Summit in New Orleans, Sept. 9-11, 2020.



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Jonathan has devoted his career to representing management clients exclusively in all areas of labor relations, employment law and HR management. His practice spans litigation, training and consulting, in which he has handled matters in more than 40 states and Canada. Jonathan also is a frequent speaker before management and legal groups and has published numerous articles on employment issues. He is a senior editor of *How To Take A Case Before the NLRB* and is listed in *The Best Lawyers in America* and *Chambers USA: America's Leading Lawyers for Business*.



**Joseph A. Krock, PhD**  
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Joseph is a managing director and heads the Economic Consulting Practice for The Claro Group, a national financial advisory and management consulting firm that delivers analytics and solutions in high-stakes litigation matters, insurance claims and government contract matters. Dr. Krock is a labor economist, anti-trust economist and an applied econometrician. He provides consulting and expert witness testimony services for complex litigation matters using advanced economic and statistical techniques, including econometrics, risk analysis and sampling.



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Suzanne is a shareholder in the Las Vegas office of Ogletree Deakins, where she represents employers in federal and state employment law issues, including wage-and-hour law, discrimination, harassment and retaliation. She also conducts regular employment law compliance training for employers and is a frequent speaker to employer groups, including at the annual HR Specialist Summit.



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Tony is the managing shareholder at the Las Vegas office of Ogletree Deakins. His practice encompasses representing management in traditional labor matter (arbitrations, union avoidance, etc.) and the defense of employers in employment cases (Title VII, ADA, FMLA, etc.). He also counsels employers on a variety of personnel issues, including proactive employee relations, harassment training and effective hiring techniques. Tony is a frequent speaker on employment topics and a founding member of *Stay Connected*, a seminar series on employment issues.



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Sandy is a partner at Paul, Plevin, Sullivan & Connaughton, where she counsels employers and represents them in all aspects of employment litigation, including harassment, discrimination and class action lawsuits. She has served as an adjunct professor at USC Law School and taught masters-level HR courses at Webster University. Sandy is also a frequent author and speaker on employment law issues.



**Richard A. Paul**

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Rich has been a fixture among California management employment lawyers for more than 30 years, with a special emphasis on representing research and institutions of higher education as well as other complex organizations in transactions and litigation. Rich is a frequent lecturer on California and national employment law panels. He has also served for years as adjunct professor of employment law at the University of San Diego Law School and has been a visiting lecturer at other law schools and universities.



**Kathy Perkins**

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Kathy brings to her litigation prevention and dispute resolution practice 25+ years' experience litigating employment and commercial disputes. Her work is in four primary areas: employer counseling, training, outside neutral investigations and mediation. She develops strategies with employers for reducing risks of litigation while meeting their business needs. She trains managers in employment law compliance, negotiation and conflict resolution. She diligently conducts investigations and provides practical, thorough reports and works as a mediator.



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Edward G. Phillips (“Ward”) heads the Kramer Rayson firm’s Employment Law Group, and is a former managing partner of the firm. He represents management exclusively in all areas of employment law and labor relations, including federal and state employment litigation and in administrative proceedings. Ward is a regular editorialist for the Tennessee Bar Journal on labor and employment law issues. He has been recognized by his peers in *The Best Lawyers in America* and *Chambers USA*, and was selected by *Best Lawyers* as Knoxville’s 2016 Labor Law – Management Lawyer of the Year.

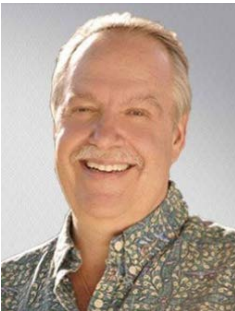




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Fred has been managing partner of Paul Plevin since establishing the firm in 1998 and has specialized in serving California employers for over 30 years. He defends and tries employment claims for private and public sector clients, provides employment-related advice and conducts management training. Fred has been selected for *The Best Lawyers in America* since 2005. In 2012 and 2017 *Best Lawyers* named him as the San Diego “Labor & Employment Lawyer of the Year” for employment litigation. Last year, Fred was selected to serve on the new California Legislative Workplace Conduct Panel, which oversees workplace complaints arising from the state’s legislature.



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Jeff is a partner at Cades Schutte in Honolulu and has extensive litigation and alternative dispute resolution experience in several areas of substantive law, including insurance, employment, mass tort, product liability and securities. Jeff is a past president of the Hawaii State Bar Association and served a three-year term as Hawaii’s representative to the Ninth Circuit Court of Appeals Advisory Board. He has been consistently selected for inclusion in *The Best Lawyers in America* and as one of the leading litigators in Hawaii by Chambers USA and several other publications. In 2016, he was recognized as the top Civil Litigation Lawyer by Hawaii Super Lawyers List.



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Paul is a shareholder in Littler’s Memphis office and he represents management exclusively in all areas of employment and labor relations, including state and federal employment litigation and in administrative proceedings. He has been instrumental in developing and presenting training programs in many areas of employee relations and jury trial litigation. Paul is a Fellow in both the College of Labor and Employment Lawyers and in the Litigation Counsel of America. He has been recognized by his peers in *The Best Lawyers in America* and *Chambers USA* and is a founding member of the Management Labor & Employment Roundtable.



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David is the president and CEO of Modern Management, Inc., a Chicago-based employee relations consulting firm. He is an expert in employee relations and is a popular speaker on union issues to employer groups around the country. In his more than 30 years with the firm, he has successfully assisted numerous organizations in maintaining non-union status. David provides management training on the union campaign process and develops action plans for employee morale issues. He is also the co-author of *Quality Circles*, a textbook used by numerous universities and businesses.



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In private practice since 1976, Bob Sheeder represents management in all aspects of labor and employment law before federal and state agencies and courts. He is a frequent lecturer and writer on labor law issues. He previously served as editor-in-chief of the *Texas Labor Letter* and has been on the faculty of the *Jury Trials of Employment Claims* course. He is a fellow in the College of Labor and Employment Lawyers, has been recognized in *The Best Lawyers in America* and was selected as one of the *Top 100 Attorneys in Texas* by *Texas Monthly Magazine*.



**Krista Sterken**  
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As associate general counsel for Exact Sciences, a cancer-detection firm, Krista advises on all stages of the employment lifecycle. Prior to working at Exact Sciences, Krista was an attorney at the management law firm of Foley & Lardner, where she was a member of the Labor and Employment Group.



**Steven Sufilas**

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Steven Sufilas the former managing partner of the Denver and New Jersey offices of Ballard Spahr and a partner in the firm's litigation department. Steven concentrates his practice in the representation of management in all phases of labor and employment matters, including collective bargaining and traditional labor law issues, employment litigation and trials and appearances before courts and administrative agencies. He annually has been named as one of the Top 100 employment attorneys in the nation by *Human Resource Executive* magazine.



**Jennifer Trulock**

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Jennifer is a partner at Baker Botts in its Dallas and Houston offices, and she chairs the firm's Labor & Employment practice group. She counsels companies on how to manage workplace legal issues and prevent employment lawsuits. She defends employers against employment claims and represents clients in administrative proceedings. She also is experienced in managing acquisition/divestiture employment issues, developing affirmative action plans for employers who contract with the government, and handling all aspects of non-competition and other restrictive covenant agreements.



**George Yund**

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George Yund served for the last 10 years as the Chief Executive Officer of Frost Brown Todd, a Midwest-based law firm with a dozen offices and more than 500 attorneys, but beginning in 2018 relaxed by returning full time as a member of the firm's Labor & Employment Practice Group. He represents employers in all aspects of labor and employment law and counsels employers on how to avoid employment liability. He has been chosen by his peers for inclusion for many years in *The Best Lawyers in America*. George also represents professional sports leagues and teams, having served as chief outside counsel to Minor League Baseball since 1988.