

2019 Labor and Employment Law Conference Speaker Bios

Thursday, February 21, 2019

9:00 – 10:50 AM

The Essential EEO Update

Grossman, Paul
Paul Hastings LLP

Paul Grossman is a partner in the Employment Law practice of Paul Hastings and is based in the firm's Los Angeles office. Mr. Grossman represents major private employers in all aspects of employment law, including class action, wage and hour, wrongful discharge, discrimination, sexual harassment, and whistleblower cases. He also serves as a Mediator in class action cases. He is the general counsel of the California Employment Law Council (CELC), an organization of approximately 72 of California's largest employers. Its mission is the development of moderate employment law through amicus briefs, education, and legislative activities.

Thursday, February 21, 2019

11:00 AM – 12:00 PM

Employment Contracts – Best Practices and Common Mistakes

Anderson, Corie J.
Seaton, Peters & Revnew, P.A.

Corie represents and defends employers in a full range of employment law matters. Her primary focus is centered on wage and hour matters, prevailing wage laws and ordinances, non-compete and other employment contract disputes, discrimination claims and litigation. Corie is a past Board Chair of the FBA's L&E Section (2016-17). She is a Legal Officer for the Minnesota Wing of the Civil Air Patrol, and a volunteer mediator for the Minnesota Department of Human Rights.

González Valentín, Katherine
Ferraiuoli, LLC

Katherine González-Valentín has over 20 years of experience as an employment law and litigation attorney and nationwide speaker representing companies and training management and professionals. She also handles litigation in the health insurance industry. She is a Capital Partner and Director of the Labor & Employment Department in Ferraiuoli LLC, former Chair of Litigation, and member of the firm's Executive Committee. Katherine was recognized with the Woman Who Leads™ award and is listed as a leading employment law attorney in Puerto Rico by Chambers & Partners and Best Lawyers.

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12:15 – 1:45 PM

Ethics Presentation

Gelpí, Hon. Gustavo A.
United States District Court for the District of Puerto Rico

Judge Gustavo A. Gelpí was born in San Juan, Puerto Rico in 1965. In 1987 he obtained his Bachelor of Arts degree with a concentration in history, from Brandeis University and received his law degree in 1991 from Suffolk University in Boston, Massachusetts. He was admitted to the Massachusetts bar that same year. In 1992, he was admitted to the New York and Puerto Rico bars, and in 1993 to

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the Colorado and U.S. Virgin Islands bar. Following law school, Judge Gelpí served as a law clerk to Judge Juan M Perez-Giminez and an Assistant Public Federal Defender. In 1997, Judge Gelpí returned to Puerto Rico and began working at the Puerto Rico Department of Justice. In 1999 Governor Pedro Rossello appointed Judge Gelpí to be the Solicitor General of Puerto Rico. In 2001, Judge Gelpí joined the litigation department of the McConnell Valdes law firm but was appointed later that year as a Magistrate Judge. In August 2006, President Bush appointed Judge Gelpí to be a District Judge. Judge Gelpí is a past national president of the Federal Bar Association.

McGrath, TJ
Congressional Budget Office, United States Congress

Thursday, February 21, 2019
2:00 – 3:00 PM
Persuasive Strategies for Trial

Hammerschmidt, Jim
Paley, Rothman, Goldstein, Rosenberg, Eig & Cooper, Chartered
Jim Hammerschmidt is Co-President of the firm, Chair of the Employment Law group, and a member of its Litigation and Appellate Practice groups. Jim has extensive experience representing and counseling clients on employment law issues. He represents clients in federal and state court, as well as before agencies such as the EEOC, Department of Labor, and local and state human rights commissions and labor departments. He handles claims arising under Title VII, ERISA, FLSA, FMLA, ADA, ADEA, Wage Payment and Collection Law, and Wage and Hour Law statutes, including class actions. He has extensive litigation experience on a wide range of employment issues, such as breach of contract, wrongful termination, trade secret claims, and non-competition and non-solicitation agreements.

Holmes, Dr. Samantha D.
EDGE Litigation Consulting LLC
Dr. Sam Holmes is a University of Michigan-trained social psychologist and shareholder at EDGE Litigation Consulting, LLC. For nearly 20 years, she has helped clients develop effective strategies for trial, arbitration and mediation for a wide variety of cases around the country and in Puerto Rico. She is an expert juror profiler as well. Sam has been a featured speaker at DRI, ABA and numerous law firms. In her free time, Sam enjoys globetrotting and riding rollers.

McGrane, Sara Gullickson
Felhaber Larson
Sara Gullickson McGrane is an experienced litigator who has handled hundreds of matters in both the federal and state courts of many states, including Minnesota and North Dakota. She has tried numerous cases to jury verdict, and has tried one or more cases to verdict in eight of the last twelve years. Sara focuses her practice on litigation, with an emphasis on employment law, and is certified as a specialist in Labor & Employment Law by the Minnesota State Bar Association. Sara has extensive experience handling complex litigation in both the employment and commercial arena and significant experience in all aspects of employment litigation, including cases involving breach of contract, discrimination (including age, disability, gender, marital status, national origin, race, religion, and sexual orientation), defamation, harassment, non-competes, and wage and hour. She has handled approximately 25 appeals to state and federal appellate courts.

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Mendoza Méndez, Enrique J.
Mendoza Law Offices

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3:15 – 4:15 PM

ERISA Pitfalls to Avoid for Employment Attorneys Who Do Not Practice ERISA

Christenson, Robert C.
Fisher & Phillips LLP

Bob Christenson is a partner in the firm's Atlanta office. Since 1974 – the year the Employee Retirement Income Security Act (ERISA) was enacted – Bob has specialized in all aspects of employee benefits law, concentrating on Taft-Hartley multiemployer plans, collective bargaining, and ERISA litigation. Bob has extensive experience with benefits issues in mergers and acquisitions, as well as with amendment and termination of pension plans and retiree health benefits in bankruptcy. Bob represents employers in connection with government 401(k) and welfare plan audits, and he regularly deals with plan correction programs established by the Internal Revenue Service (IRS) and Department of Labor (DOL).

Rodríguez-Cintron, Carlos
Rodríguez & Fernández

Tax and Employee Benefits Attorney and Certified Public Accountant (CPA); Master of Laws (LLM) in Taxation from Georgetown University (1991), Washington, D.C. and a Juris Doctor from University of Puerto Rico Law School (1989); Provides tax and employee benefits plans counseling, including ERISA and multiemployer retirement plans matters, since 1991; Former Tax and Employee Benefits Partner at Goldman Antonetti & Córdova; In 1997 established a law firm by the name of Rodriguez & Fernandez, where he has continued serving his clients in the areas of Tax and Employee Benefits Matters.

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4:30 – 5:30 PM

New Developments in Cases of LGBT Harassment and Discrimination Under Title VII

Blum, Jack
Polsinelli PC

Jack Blum is an associate in the firm's Litigation and Employment Law practice groups. He has gained significant experience in a wide range of litigation matters, including real estate, commercial, corporate, and complex estates and trusts cases in both trials and appeals. He has represented large publicly and privately traded companies, individuals, real estate developers, medical practices, and small businesses. He has also worked with business owners on transactional work, forming business entities and drafting and reviewing contracts and other legal issues arising from ongoing and contemplated business transactions. In the area of employment law, Jack has worked with employers to defend employment discrimination and wage payment lawsuits, assisted both employers and employees in disputes over the enforcement or interpretation of employment agreements, and has drafted employment contracts and independent contractor agreements.

Kitchens, Joyce E.
Kitchens New Cleghorn, LLC

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Ms. Kitchens is a founding member of Kitchens New Cleghorn, LLC, where she has engaged in a varied litigation practice, including multiple business and corporate employment issues, representing employers and employees. She has authored and reviewed covenants not to compete, employment contracts, and severance agreements and releases. She has served as labor and employment counsel to public and private employers. Ms. Kitchens has served as a mediator, arbitrator, and court-appointed Guardian Ad Litem. She is a frequent speaker for continuing legal education seminars. She was an Adjunct Faculty member for Emory University School of Law 1996-2000. She was the National President of the Federal Bar Association 2003-04. She authored the book, A Federal Sector Guide to the Uniformed Services Employment and Reemployment Rights Act (USERRA) and Veterans Employment Opportunity Act (VEOA), Dewey Publications, 2012.

Kitzer, Phillip M.

Teske Katz Kitzer & Rochel PLLP

Phillip M. Kitzer represents employees in claims involving whistleblower retaliation, qui tam and False Claims Act, discrimination, workers' compensation retaliation, FMLA retaliation, severance negotiations, and executive compensation. He has successfully litigated and negotiated severances for clients in a wide range of industries, including pharmaceutical, medical device, banking, health care, insurance and manufacturing. He recently appeared before the Minnesota Court of Appeals and the Minnesota Supreme Court in *Schmitz v. U.S. Steel*, a matter that successfully established a constitutional right to a jury trial for all employees in Minnesota based on retaliatory termination under the Workers' Compensation Act.

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9:15 – 10:15 AM

Best Practices for Handling #MeToo or #TimesUp Allegations

Blume, Dawn

Zebra Technologies Corporation

Dawn J. Blume is currently the Global Head of Employment Law, Senior Counsel, at Zebra Technologies Corporation, based in Lincolnshire, Illinois. Dawn has extensive experience in providing advice and counsel on a variety of employment-related areas, including handling employment claims and litigation. Dawn has worked in legal departments at Stericycle, National Express Corporation and Caterpillar, Inc. where she has represented her corporate clients in the US and internationally.

Bonilla, Ivelisse

Awerkamp, Bonilla & Giles, PLC

Ivelisse Bonilla has practiced employment and labor law for 21 years. Since 2013, Ivelisse has been listed as one of The Best Lawyers in America in Employment Law-Individuals, as one of the Southwest Super Lawyers in Employment and Labor Law, and in Tucson Lifestyle and one of the best lawyers in Tucson in Employment Law. In 1997, Ivelisse joined McConnell Valdes representing employers. From 2000 to 2001, she served as Deputy General Counsel for the Puerto Rico Federal Affairs Administration in Washington, D.C. While in Washington, she pursued an L.L.M., with a concentration in employment law at Georgetown University. She then returned to McConnell Valdes to continue her practice. In 2004, she moved to Tucson and in 2008, Ivelisse and Don Awerkamp formed Awerkamp & Bonilla, PLC, now Awerkamp, Bonilla & Giles, PLC, a law firm in Tucson practicing only employment law. Ivelisse received her B.A. from American University in Washington, D.C., her J.D. (Cum Laude) from the Inter American University of Puerto Rico, and her LL.M. degree from Georgetown University Law Center. She is the past Chair of the Executive Committee of the

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State Bar of Arizona Labor and Employment Law Section and former President of the Federal Bar Association, Tucson Chapter.

Jiménez, David R.

Jackson Lewis P.C.

David R. Jimenez is a Principal in the Hartford, Connecticut, office of Jackson Lewis P.C. He is the Co-Chair of the firm's Corporate Governance and Internal Investigations Practice Group. Mr. Jimenez advises employers on complex matters and litigation including: Class Action cases involving Title VII discrimination claims, the Fair Labor Standards Act, and matters related to contingent, temporary, and independent contractor workforce categorization; Domestic and international corporate re-organizations and reductions in force; Sarbanes Oxley, whistleblower, retaliation, employee investigations and corporate governance matters; Executive (C-level) employment contracts including key executive employment agreements, change of control agreements, and executive separation agreements; NASD U-5 matters involving registered representatives and potential claims of defamation; and Title VII discrimination and harassment claims. Mr. Jimenez also provides counsel to employers on a variety of strategic matters including HR compliance, outsourcing/in-sourcing HR initiatives, code of conduct development and organizational compliance, and management of employment law exposures.

Schroeder, Joel P.

Best & Flanagan LLP

Joel Schroeder is a partner at Best & Flanagan in Minneapolis, and focuses his practice on labor and employment law, and non-compete, trade-secret and other commercial litigation. Named one of the top 100 lawyers in Minnesota by Super Lawyers, Joel defends companies in court and advises employers on the patchwork of federal, state and local employment laws. He is retained by companies to conduct employment investigations when a neutral third party is needed.

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10:30 – 11:30 AM

E-Discovery in Employment Cases

Guthartz, Rafael L.

iDiscovery Solutions

Rafael is a Business Development Manager at iDiscovery Solutions, an award-winning digital evidence consulting and expert services firm that has developed an expertise in employment litigation. Rafael began his career as an Associate at Paul Weiss, clerked in the District of New Jersey, and then practiced at a commercial litigation boutique. He leverages his experience as a lawyer and technologist to help attorneys understand how technology and related expertise must fit into their practice.

Marzán-Hernández, Vanessa I.

Littler Mendelson P.C.

Vanessa Marzán-Hernández is Senior Counsel at the firm, focusing her practice in labor and employment law matters. She actively litigates before government agencies such as the National Labor Relations Board; Conciliation and Arbitration Bureau of the Puerto Rico Department of Labor, Anti-Discrimination Unit; and other administrative quasi-judicial forums. She also litigates before Puerto Rico and federal courts. Vanessa advises clients on collective bargaining strategy, collective bargaining agreement administration, union avoidance, mediation and arbitration of conflict.

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Vanessa has more than 15 years of experience in the labor management field. She worked for the National Labor Relations Board, former Region 24, for more than 7 years as a field examiner. Prior to joining Schuster Aguiló, Vanessa had a successful solo practitioner career representing both labor and management clients.

Mercado Martínez, Alejandro
Triple-S Management Corporation

A pioneer in the field of e-Discovery and privacy law in Puerto Rico, Mr. Mercado serves as legal counsel to Triple-S Management Corp. on outsourcing and technology transactions, eDiscovery, privacy and cybersecurity matters. He is the author of the first of its kind academic treatise on eDiscovery in Puerto Rico titled Advanced Civil Procedure: The Discovery of Electronically Stored Information, which was awarded the Legal Textbook of the Year Award by the Puerto Rico Bar Association on September 2017. Mr. Mercado has also been recognized by the Supreme Court of Puerto Rico as an academic on data privacy and eDiscovery promoting changes in the way of approaching legal controversies concerning electronic data and for the legal development of these areas of law in Puerto Rico. He is a frequent lecturer on the subject area of eDiscovery, having served as adjunct professor of law at the Inter American University of Puerto Rico and the Pontifical Catholic University of Puerto Rico. Mr. Mercado earned his law degree, Summa Cum Laude, from the Inter American University of Puerto Rico in 2006. In 2012, he obtained a Master of Laws in eDiscovery, Intellectual Property, Computer Privacy, Antitrust and Employment Discrimination from Columbia University. He has been certified by the International Association of Privacy Professionals ("IAPP") as an Information Privacy Professional on the legal frameworks of Europe and the United States, and as an Information Privacy Manager. He is a trained mediator by the American Arbitration Association; a fellow member of the world's only directory of qualified ediscovery neutrals, the American College of e-Neutrals ("ACESIN"); a Bates Group LLC affiliate expert on eDiscovery and privacy law; Chair of the IAPP's Puerto Rico KnowledgeNet Chapter; and a member of Triple-S Management Corp.'s Security Incident Response Team and Privacy Steering Committee.

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12:00 – 1:00 PM

What Do In-House Counsel Expect from Outside Labor and Employment Counsel?

Blume, Dawn
Zebra Technologies Corporation

Dawn J. Blume is currently the Global Head of Employment Law, Senior Counsel, at Zebra Technologies Corporation, based in Lincolnshire, Illinois. Dawn has extensive experience in providing advice and counsel on a variety of employment-related areas, including handling employment claims and litigation. Dawn has worked in legal departments at Stericycle, National Express Corporation and Caterpillar, Inc. where she has represented her corporate clients in the US and internationally.

Perkins, Timothy A.
AutoZone, Inc.

Tim Perkins is the Managing Attorney of Labor & Employment Litigation for AutoZone, Inc. — a company with over 6000 stores and 90,000 employees. Mr. Perkins counsels the company's business groups on emerging compliance and human resource-related matters and provides trainings throughout the year to human-resource personnel and field management. Before joining AutoZone, Tim spent nine years in private practice as a management-side attorney defending employment-related claims.

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Rey-Seijo, Ángel Omy
Pizarro & González

Mr. Rey has a versatile background in multiple legal fields, including labor and employment law, arbitration, administrative law and corporate law. He is also, strongly experienced in multiple facets of human resources management, including but not limited to: labor relations; employee relations; compensation and benefits; talent acquisition and retention; succession planning; organizational development and workforce planning; strategic management; positive leadership and management trainings; administration of policies, practices and procedures; health & wellness; recruitment and retention. He has represented many employers in dealing with unionized work environments, specifically with negotiations of collective bargaining agreements, administration of collective bargaining agreements and litigating cases before the Bureau of Conciliation and Arbitration of the Puerto Rico Department of Labor and Human Resources, as well as other arbitration forums.