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**Jonathan A. Segal** is a partner at Duane Morris LLP in the Employment, Labor, Benefits and Immigration Practice Group. He is also the managing principal of the [Duane Morris Institute](http://www.duanemorrisinstitute.com/). The Duane Morris Institute provides training for human resource professionals, in-house counsel, benefits administrators and managers at Duane Morris, at client sites and by way of webinar on myriad employment, labor, benefits and immigration matters.

Jonathan's practice focuses on:

* **Preventive counseling, training and policy development** with regard to: FLSA/wage and hour compliance; sexual and other unlawful harassment; diversity-glass ceiling issues; social media; discipline/evaluations/terminations; hiring/recruiting/retention; ADA & FMLA issues; violence in the workplace; drugs and alcohol; investigating EEO and other claims; employee handbooks; technology and privacy.
* **General counseling**, for example: compliance with federal, state and local employment laws, including wage and hour and EEO compliance audits; consultation as to specific employment decisions; handle EEO and other administrative charges.
* **Mergers & Acquisitions**, for example: legal and cultural due diligence; bargaining issues with the union, if any; drafting representations and warranties; reconciling employment policies and practices to minimize legal risks and to ensure cultural compatibility; implement reductions-in-force as necessary; and draft stay bonuses, as appropriate (either before or after closing).
* **Privileged audits**, for example: wage and hour compliance, equal employment opportunity, union susceptibility and diversity and inclusion (unconscious and systemic barriers).
* **Contracts/agreements**, for example: employment agreements, executive contracts, alternative dispute resolution, restrictive and other covenants, severance plans and agreements.
* **Traditional labor**, for example: union prevention programs, anti-union election campaigns, collective bargaining, contract interpretation and management rights training.

Jonathan has served intermittently as a consultant to the Federal Judicial Center in Washington, D.C., providing training on employment issues to federal judges around the country. In this capacity, he has been a featured speaker at conferences for Chief United States District Judges.

Jonathan also has provided training on harassment on behalf of the EEOC as well as providing training on diversity to members of the United States intelligence agencies.

Jonathan is also frequently a featured speaker at national, state and local human resource, business and legal conferences, including conferences sponsored by the Society for Human Resource Management, the Pennsylvania State Chamber of Business and Industry and the Association of Corporate Counsel-America ("ACCA"). He consistently has been one of the top-rated speakers at numerous SHRM National Conferences, including SHRM's Annual Conference, Diversity Conference and Employment Law and Legislative Conference. Topics on which he has been evaluated as a top speaker include: Tough Love: Diversity Danger Zones; Workplace Privacy; Harassment; and Documenting Discipline.

Temple University's Fox School of Business and Management has named Jonathan the recipient of its "Outstanding HR Leader of 2013" award. The award recognizes an individual who promotes progressive HR practices and is committed to advancing the profession through educating current and future HR leaders. Jonathan is the first recipient.

Jonathan also lectures regularly on gender bias in organizations at the University of Pennsylvania's Masters Program in Organizational Dynamics. He has also lectured on Labor Relations for Villanova University's Certificate Program in Professional Human Resources Management and at the Wharton School on the topic "Legal and Ethical Issues Affecting Health Care Providers."

Jonathan has been cited as a national authority on employment issues in articles in *The Wall Street Journal*, *The New York Times*, *USAToday*, *Fortune*, *The Philadelphia Inquirer*, *Chicago Tribune*, *Associated Press*, *Business Week Online*, *The Los Angeles Times*, *The Washington Post*, *CNN Online*, *Business Week*, *Money* and *Monster.com*, among others.

Jonathan hosted a television special on sexual harassment, *The Sexual Harassment Quiz*. The special, which was based on a supervisory training exercise Jonathan developed, has been broadcast on more than 200 PBS stations throughout the country.

Jonathan is a frequent commentator on employment issues on national and local television and radio including, but not limited to: CNN, PBS, CBS, KYW (television and radio), FOX News and WPHL (WB).

For the past several years, Jonathan has been listed in *Chambers USA: America's Leading Lawyers for Business* among the top-rated lawyers for labor and employment in Pennsylvania. *Chambers* said of Jonathan, "With clients who 'can't speak highly enough of him,' Segal has an excellent reputation for handling the full range of contentious and noncontentious labor and employment matters."

Jonathan represents more than a half dozen health care systems on issues such as wage and hour and EEO compliance. Jonathan works with hospitals to blend employment, joint commission and professional responsibility requirements in establishing policies and practices.

Jonathan provides legal counsel to public and private, secular and sectarian, colleges and universities. He also has been a featured speaker at NACUA and CUPA conferences.

Jonathan is the Legislative Director for the PA State Council of SHRM, Inc. In this role, Jonathan spearheads grassroots advocacy efforts either in support of or in opposition to proposed legislation affecting the employer-employee relationship.

Jonathan has testified as expert for SHRM before the United States Commission on Civil Rights with regard to Equal Employment Opportunity Commission's guidance on background checks.

Jonathan also testified as an expert for SHRM before the Equal Opportunity Commission with regard to the intersections between social media and employment law.

Jonathan has published more than 150 articles on employment issues, and more than 50 blogs on leadership, legal and HR issues. A contributing editor to *HR Magazine*, he has published more than 100 articles for the magazine.

Jonathan was profiled in *DiversityInc* for efforts in helping organizations increase their inclusiveness relative to diversity, broadly defined.

Jonathan also is a frequent contributor to *Fortune/CNN* and *BusinessWeek*.

Prior to joining Duane Morris, Jonathan was a partner at Wolf Block LLP. Jonathan was in Wolf Block's Employment Services group from 1986 to 2009 (when the firm voted to dissolve).

**Education**

Jonathan received his B.A., *summa cum laude*, from the University of Pennsylvania and his J.D., *cum laude*, from the University of Pennsylvania School of Law.

Jonathan clerked for the Honorable Norma L. Shapiro, United States District Court for the Eastern District of Pennsylvania.

**Personal Interests**

Jonathan's passion is animal rescue and adoption for his local SPCA. Jonathan focuses particularly on animals that are less likely to be adopted because of their age or appearance.

Jonathan also has an insatiable interest in psychology.

Jonathan also has a deep commitment to Holocaust remembrance.

**Areas of Practice**

* Employment Law
* Health Care Law (intersections with employment)

**Admissions**

* Pennsylvania
* New York

**Honors and Awards**

* Listed in *The Nation* 100 Most Powerful Employment Attorneys
* Recipient of "Outstanding HR Leader of 2013" from Temple University's Fox School of Business and Management
* Listed in *The Best Lawyers in America* 2013-2014
* 2013 Pennsylvania's Top Rated Lawyers
* 2013 Philadelphia's Best Lawyers
* SHRM 2012 Conferences: #1 Speaker At Annual Conference (In The Year 2525) and #1 Speaker at Legislative Conference (Tough Love)
* Listed in *Human Resources Executive Magazine* Top 100 List of Powerful Employment Attorneys, 2010-2014
* Listed in *Chambers USA: America's Leading Lawyers for Business*, 2007-2009 and 2011-2014
* Listed in Pennsylvania Super Lawyers, 2009-2014
* [AV® Preeminent™ Peer Review Rated](http://www.martindale.com/ratings) by Martindale-Hubbell

**Selected Publications**

* **Selected Blogs**
* "What Obama's Order Banning Gay Discrimination Means for Businesses," *Entrepreneur*, July 24, 2014
* "Supreme Court Strikes Down NLRB Recess Appointments: 9-0" Duane Morris Institute Blog. June 26, 2014.
* "5 Reasons Why I Love Twitter." *SHRM We Know Next*. June 19, 2014.
* "Why Should You Go to the SHRM Annual Conference in Orlando Next Week?" *SHRM We Know Next*. June 17, 2014.
* "Real Men Support Women Who Lean In." Duane Morris Institute Blog. June 10, 2014.
* "6th Circuit Green Lights Telecommuting as ADA Accommodation." *The Law Insider*. May 22, 2014.
* "Have We Improved LGBT Inclusion Since the Mad Men Days?" *SHRM We Know Next*. May 21, 2014.
* "5 Categories of Social Media Content for Supervisory Training." *SHRM We Know Next.* May 20, 2014.
* "Work Life Imbalance." *SHRM We Know Next.* November 4, 2013.
* "She's Too Sexy for Her Job." *Law Insider.* July 15, 2013.
* "Boys Without A Club." *SHRM We Know Next.* July 10, 2013.
* "Supreme Court's Affirmative Action Case: Not About But Entire About Employment." June 28, 2013.
* "2013 SHRM Annual: Lingo Alert." *SHRM We Know Next.* June 14, 2013.
* "Jason Collins: Who Will Come Out Next?" *SHRM We Know Next.* June 3, 2013.
* "Wellness Programs: Gaps in Guidance." June 3, 2013.
* "Fish Don't Know They Swim in Water." *SHRM We Know Next.* May 1, 2013.
* "Holocaust Days of Remembrance." April 5, 2013.
* "Friends Don't Let Friends Use HR-ese." *SHRM We Know Next.* April 1, 2013.
* "EEOC Commissioners 'Chat' at SHRM Conference." *SHRM We Know Next.* March 15, 2013.
* "Downton Abbey, Inc." *SHRM We Know Next.* March 4, 2013
* "You're The Love of My Life." *SHRM We Know Next.* February 11, 2013.
* "Is There Room For Humanity In HR?" *SHRM We Know Next.* January 3, 2013.
* "Criminal Background Checks in 2013: FCRA, Meet Title VII." December 28, 2012.
* "Employment Predictions For 2013 From The Guy Who Predicted A Bull Market in 2009." *SHRM We Know Next.* December 19, 2012.
* "Time is Money: On or Off the Clock?" *HR Magazine.* Editorial Content. December 2012.
* "A Holiday Tale By A Jewish Guy Who Wears A Chai." *SHRM We Know Next.* November 26, 2012.
* "Safe Sex: A Workplace Oxymoron?" *SHRM We Know Next.* November 1, 2012.
* "Employees with Extended Shifts and Sandy: Wage and Hour Issues." October 29, 2012.
* "Avoid Wage and Hour Hurricanes After Sandy." October 27, 2012.
* "How to Break Through the Glass Ceiling Without Getting Cut." *SHRM We Know Next.* October 11, 2012.
* "Did the NLRB Bless Employees Who Use Social Media to Defame? Sort Of!" *SHRM We Know Next.* September 21, 2012.
* "Social Media Password Protections: Not Just MD and IL." *SHRM We Know Next.* September 3, 2012.
* "Mediate and Then Read: Off Duty Policies and the NLRB." August 3, 2012.
* "Frailty, Thy Name Is Woman." *SHRM We Know Next.* July 3, 2012.
* "In the Year 2525." *SHRM We Know Next.* June 19, 2012.
* "Widening Web of Social Media." *SHRM We Know Next.* June 14, 2012.
* "Where In The World Is Aaron Greenberg?" *SHRM We Know Next.* June 5, 2012.
* "Could Peer Review Have Saved Marie Antoinette's Head?," *HR Magazine*
* "Off-the-Wall Judgments/Settlements in Off-the-Clock Cases." May 30, 2012.
* "Because Happy Workers Are Better Workers." May 25, 2012.
* "The Devil Doesn't Only Wear Prada." *SHRM We Know Next*. May 15, 2012.
* "Costly Unpaid Internships." *SHRM We Know Next*. April 23, 2012.
* "Never Again: Holocaust Remembrance (Yom Hashoah)." April 18, 2012.
* "Mad About Mad Men." *SHRM We Know Next*. March 23, 2012.
* "Breathe Deeply Before You Read: ALJ Finds At-Will Statement Violates NLRA." March 11, 2012.
* "Hooked Up On Twitter (A Cautionary Tale)." *SHRM We Know Next*. February 27, 2012.
* "I Love You (A Valentine's Day Warning)." *SHRM We Know Next*. February 14, 2012.
* "I Have A Dream By Dr. Martin Luther King." January 14, 2012.
* "Au Revoir Bad Precedent," SHRM WeKnowNext Blog. January 11, 2012.
* "Severance May Offset Unemployment in PA effective 1/1/12," Duane Morris Institute Blog, January 2, 2012.
* "Holiday Gifts for Plaintiffs' Lawyers," WeKnowNext Blog, December 8, 2011.
* "Plaintiffs' Lawyer Under the Mistletoe," Duane Morris Institute Blog, November 16, 2011.
* "The NLRB and Boeing: The Life and Death Consequences," Duane Morris Institute Blog, November 13, 2011.
* "Sisyphus Had It Easy," SHRM WeKnowNext Blog, November 9, 2011.
* "The Human and Economic Cost of Bullying in the Workplace," Duane Morris Institute Blog, October 10, 2011.
* "Profits Down? Your Risk Aversion May Be High," SHRM WeKnowNext Blog, October 10, 2011.
* "You're In Without Urine," Duane Morris Institute Blog, September 30, 2011.
* "Foolish Consistency," SHRM WeKnowNext Blog, September 6, 2011.
* "Every Day May Be Labor Day At The NLRB But. . ." Duane Morris Institute Blog, September 5, 2011.
* "Avoid Wage and Hour Tsunami Following Hurricane," Duane Morris Institute Blog, August 26, 2011.
* "EEOC Attacks Attendance Control Policies," Duane Morris Institute Blog, August 15, 2011.
* "Manage Stress: Save A Shelter Animal," Duane Morris Institute Blog, July 18, 2011
* "Outside the Philadelphia Box: Limited Exemption," Duane Morris Institute Blog, June 5, 2011
* "The DOL and Smartphones: Be Smart and Take Offensive," Duane Morris Institute Blog, May 17, 2011
* "Philadelphia's Ban the Box Plus Federal and State Laws Too," Duane Morris Institute Blog, April 20, 2011
* "The Unintended Adverse Consequences of the ADA," Duane Morris Institute Blog, April 12, 2011
* "The EEOC's Inconsistency on Consistency?" Duane Morris Institute Blog, April 4, 2011
* "At Will but Still Armed," H&HN Daily, March 2011
* "PA Act 102: Prohibition On Mandatory Overtime Covers More Than FLSA Overtime," Duane Morris Institute Blog, February 28, 2011
* "You Are Covered by GINA Even if You Don't Elicit Genetic Information," Duane Morris Institute Blog, February 14, 2011
* "EEOC Continues Its Assault on Automatic Termination Provisions in LOA Policies," Duane Morris Institute Blog, January 24, 2011
* **Selected Articles**
* "Stamping Out Harassment." *HRMagazine*. June, 2014.
* "Bullying at Work: Hard to Define, Even Harder to Ban." *Fortune/CNN*. January, 2014.
* "Give Me a Break." *HRMagazine*. December, 2013.
* "Make Sure Social Media Enhances Your Brand." *Next*. 2013-14.
* "Time Is Money: On or Off the Clock?" *Bar Bulletin*. October, 2013.
* "Jeffrey's Story" (Abuse and Adoption). *The Legal Intelligencer*. Animal Law & Rights Special Magazine Section. October, 2013.
* "How the Government Shutdown Can Impact Your Business." *The Philadelphia Business Journal*. October, 2013.
* "Affinity Group Danger Zones," *HRMagazine*. September, 2013
* "Employers in the Crossfire." *HRMagazine.* Editorial Content. June 2013.
* Co-author, "[Final HIPAA Wellness Program Regulations Issued Under Affordable Care Act](http://www.duanemorris.com/alerts/final_HIPAA_wellness_program_regulations_issued_under_affordable_care_act_4899.html)." *Duane Morris Alert*. June 7, 2013.
* "In Denial: Corporate America's Blindness to Gender Discrimination." *Fortune/CNN*. May 24, 2013.
* "Regional Directors – NLRB's Secret Weapon." *Law 360.* March 26, 2013.
* "What's Behind the Surge in Disability Claims?" *Fortune/CNN.* March 2013.
* "Boys Just Want to Have Fun." *HR Magazine.* March 2013.
* "The Devil Is In The Details; Regulatory Compliance." *HRMagazine.* February 2013.
* "Seven Dos and Don'ts for the Holiday Season." *EHS Today.* November 2012.
* "Obama's Second Term: What Will It Mean For Employers?" *Fortune/CNN.* November 2012.
* "Emotional Ties With an Ill Cat, Saved from a Hoarder." *Philadelphia Inquirer.* September 2012.
* "The Perils of Political Talk at Work," *Fortune/CNN*. September 4, 2012.
* "Defending Your Reduction in Force." *HR Magazine.* September 2012.
* "Are We Keeping Unions in the Friend-Zone?" *Fortune/CNN*. July 19, 2012.
* "Widening Web of Social Media." *HR Magazine* June 2012.
* "The New Workplace Revolution: Wage and Hour Lawsuits." *Fortune/CNN*. May 29, 2012.
* "Elephant in the Living Room." *HRMagazine*. March 2012.
* "7 Ways Employers Can Protect Their Ass(ets)." *Corporate Counsel*. February 21, 2012.
* "Boys' Clubs: The Invisible Affinity Groups," BusinessWeek, January 10, 2012.
* "Getting Overtime Calculations Right." *HR Magazine.* December 2011.
* "Planning Office Holiday Parties Without Lawsuits," BusinessWeek, November 15, 2011.
* "Social Media's Seven Deadly Sins," BusinessWeek, August 2011.
* "Hiring Days Are Here Again," *HR Magazine*, July 2011
* "Dancing on the Edge of a Volcano," *HR Magazine*, April 2011
* "At Will but Still Armed." *H&HN Daily.* March 2011.
* "Serving Alcohol at Company Events." *Employment Law Strategist.* February 2011.
* "The Dirty Dozen Performance Appraisal Errors," *BusinessWeek*, January 14, 2011
* "Stuck in the Middle with You." *HR Keystones.* Winter 2011.
* "Preventing Election-Season Clashes in the Workplace," *BusinessWeek*, October 26, 2010
* "Performance Management Blunders," *HR Magazine*, November 2010
* "Educating Executives on the Role of In-House Counsel," *Executive Counsel*, June/July 2010
* "Dinners with Anne; Dysfunction in Congress," *Pittsburgh Post-Gazette*, June 2010
* "ADA Game Changer," *HR Magazine*, June 2010
* "Presumed Disability," *HR Magazine*, May 2010
* "Putting Socks on an Octopus," *The Corporate Counselor*, May 2010
* "Reform Mandates Breaks for Breastfeeding Mothers," *GC Mid-Atlantic*, April 2010
* "A Guide for Managers to Protected Groups," *BusinessWeek*, April 2010
* "A Sexual Harassment Complaint? Ten Responses to Avoid," *BusinessWeek*, February 2010
* "Ten Things Not To Say When Firing An Employee," *BusinessWeek*, November 2009
* "Slimming Salaries," *HR Magazine*
* "A Family Affair," *HR Magazine*
* "A Warning About Warnings," *HR Magazine*
* "Encouraging Absenteeism." *HR Magazine.* October 2008.
* "Assault on Releases," *HR Magazine*
* "Love is in the Air," *Metropolitan Corporate Counsel*
* "Severance Strategies." *HR Magazine.* July 2008.
* "Systemic Racial Bias," *Metropolitan Corporate Counsel*
* "I Did It, But," *HR Magazine*
* "What's Work Got To Do With It?," *HR Magazine*
* "Woman in the Moon," *HR Magazine*
* "E Is for Evidence." *HRMagazine.* June 2007.
* "Managing Saddam Hussein," *Metropolitan Corporate Counsel*
* "Diversity v. Title VII." Co-Authored with K. Steven Blake. *The Metropolitan Corporate Council.* February 2007.
* "Good Fit Isn't Always Legit," *HR Magazine*
* "Unlimited Check-Writing Authority for Supervisors?," *HR Magazine*
* "Land Executives, Not Lawsuits." *HR Magazine.* October 2006.
* "No Time for Part-Time." *The National Law Journal.* August 2006.
* "Pandemic Pandemonium," *Metropolitan Corporate Counsel*
* "How Sexual Harassment Prevention Programs Hurt Women," *Metropolitan Corporate Counsel*
* "Questions And Answers About DOL's Final USERRA Orders." *The Practical Lawyer.* June 2006.
* "Deconstructing Documentation," *HR Magazine*
* "They Go and Come. . . and Go." *HR Magazine.* April 2006.
* "Baby Boomerang." *Mid-Atlantic Executive Legal Adviser.* Spring 2006.
* "Time Is on Their Side," *HR Magazine*
* "Dangerous Liaisons," *HR Magazine*
* "Me And Bobby McGee," *Metropolitan Corporate Counsel*
* "Resolve or Report?," *HR Magazine*
* "Off Duty Blogging: What's Work Got To Do With It?," *Metropolitan Corporate Counsel*
* "Beware Bashing Bloggers." *HR Magazine.* June 2005.
* "The Risk of Smoking Rules." *Philadelphia Business Journal.* April 2005.
* "Shatter the Glass Ceiling, Dodge the Shards," *HR Magazine*
* "White-Collar Wrinkles," *HR Magazine*
* "Holiday Cheers and January Jeers," *Metropolitan Corporate Counsel*
* "I Quit! Now Pay Me," *HR Magazine*
* "Foolish Consistency," *HR Magazine*
* "The ADA's Internal Conflict Disorder," *Metropolitan Corporate Counsel*
* "Slaking The Appetite For Harassment Litigation," *Metropolitan Corporate Counsel*
* "The Right To Abuse Your Employer And Other Section 7 Rights," *Metropolitan Corporate Counsel*
* "Martha Stewart: Just Desserts Or Gender Soufflé?," *Metropolitan Corporate Counsel*
* "Labor Pains for Union-Free Employers," *HR Magazine*
* "Ensuring Legal Peace," *HR Magazine*
* "A Very Lawful *Quid Pro Quo*," *Metropolitan Corporate Counsel*
* "Diversity: Direct or Disguised," *HR Magazine*
* "Reducing the Risk in Reducing the Force," *Metropolitan Corporate Counsel*
* "Winks, Nods and Disguises," *Metropolitan Corporate Counsel*
* "Military Leave Minefields," *HR Magazine*
* "Is It Shredding Time Yet?," *HR Magazine*
* "The 'Joy' of Uncooking," *HR Magazine*
* "The 'I Hate You' Defense," *HR Magazine*
* "The Most Wonderful Time of the Year," *HR Magazine*
* "In-House Attorney As Investigator," *Metropolitan Corporate Counsel*
* "HR as Judge, Jury, Prosecutor and Defender," *HR Magazine*
* "Backlash of a Few," *Metropolitan Corporate Counsel*
* "Workplace Tribal Councils," *HR Magazine*
* "An Offer They Couldn't Refuse," *HR Magazine*
* "I'm Depressed–Accommodate Me!," *HR Magazine*
* "Who Wants to Make a Millionaire?," *HR Magazine*
* "86 Your Appraisal Process?," *HR Magazine*
* "Mirror-Image Mentoring," *HR Magazine*
* "Executions Corporate Style," *HR Magazine*
* "Expose the Union's Underbelly," *HR Magazine*
* "Brains in a Jar," *HR Magazine*
* "Performance Management for Jekyll and Hyde," *HR Magazine*
* "Sexual Harassment Prevention: Cement for the Glass Ceiling?," *HR Magazine*
* "Unshackle Your Supervisors To Stay Union Free," *HR Magazine*
* "Kill All the Lawyers?," *HR Magazine*
* "The Risky Business of Risky Aversion," *HR Magazine*
* "Diversify for Dollars," *HR Magazine*
* "Keeping Norma Rae at Bay," *HR Magazine*
* "The World May Welcome Lovers...," *HR Magazine*
* "Mirror, Mirror On The Wall," *HR Magazine*
* "Evaluating the Evaluators," *HR Magazine*
* "Diversity Danger Zones," *HR Magazine*
* "Urine or You're Out," *HR Magazine*
* "When Charles Manson Goes To Work," *HR Magazine*
* "The Defenselessness of Harassment," *HR Magazine*
* "Is Your Employee Handbook a Time Bomb?" *HR Magazine*
* "Love: What's Work Got To Do With It?," *HR Magazine*
* "Sex Addict Goes To Work," *HR Magazine*
* "Sensitive Men: A Workplace Oxymoron?," *HR Magazine*
* "The 'U' Word," *HR Magazine*
* "Firing Without Fear," *HR Magazine*
* "A Need Not To Know," *HR Magazine*
* "Women on the Verge...of Equality," *HR Magazine*
* "The Sexlessness of Harassment," *HR Magazine*
* "Did the Marquis De Sade Design Your Discipline Program?," *HR Magazine*
* "Safe Sex: A Workplace Oxymoron," *HR Magazine*
* "Follow the Yellow Brick Road," *HR Magazine*
* "Goliath Had Rights Too," *HR Magazine*
* "Baby Bust Blues," *HR Magazine*  
  *Articles published before 2005 not included*

**Selected Speaking Engagements**

* Federal Judicial Center. Conference for Chief Bankruptcy Judges. Participant on panel on "Relations with Staff" – morale, inspiring and educating staff/how things are done in private industry. Washington, D.C. June, 2014.
* Chester County Human Resources Association. Speaker on "Lean In Hypotheticals." Exton, PA. June, 2014.
* Federal Judicial Center. National Workshop for U.S. Magistrate Judges I. Speaker on "ADA Issues in Chambers." San Antonio, TX. April, 2014.
* Pennsylvania State Council of SHRM, Inc. 14th Annual Pennsylvania Legislative & Legal Conference. Speaker on "Social Media: Risky Business of Risk Aversion." Harrisburg, PA. May, 2014.
* Pennsylvania Chamber of Business & Industry. HR Roundtable. Presentations on "Proper Procedures to Follow for Terminations," and "NLRB Gone Wild." King of Prussia, PA. April, 2014.
* Society for Human Resource Management. Greater Pottstown Chapter. Speaker on "NLRB Gone Wild." Pottstown, PA. April, 2014.
* Association of Legal Administrators. Philadelphia Chapter. Speaker at Managing Partners Luncheon on "Top 10 Employment Recommendations To Help Managing Partners Sleep At Night." Philadelphia, PA. April, 2014.
* Pennsylvania Bar Institute. Representing Colleges and Universities Program. Speaker on "Internal Investigations." Philadelphia, PA. April, 2014.
* Temple University. Fox School of Business Human Resource Management Department. Speaker on "Tough Love: What Your CEO Won't Tell You about HR But I Will." Philadelphia, PA. March, 2014.
* The American Law Institute (ALI); co-sponsored by The Smithsonian Institution. 42nd Annual ALI CLE Course – "Legal Issues in Museum Administration." Presentation on "Maintaining a Happy, Harassment-Free Museum." Philadelphia, PA. March, 2014.
* Society for Human Resource Management. 2014 SHRM Employment Law and Legislative Conference. Speaker on "Social Media: Risky Business of Risk Aversion," and "All Politics is Local: State Law Trends." Washington, D.C. March, 2014.
* Society for Human Resource Management. Berks SHRM, co-sponsored with the Lebanon SHRM Chapter. Speaker on "Systemic Approach to Combating Harassment." Sinking Spring, PA. March, 2014.
* Capital Area Public Human Resource Association (CAPHRA). Speaker on "Diversity Danger Zones in Attracting & Promoting Diverse Talent." Harrisburg, PA. February, 2014.
* Pennsylvania Chamber of Business and Industry. 2013 Annual Human Resources Conference. Presentations on "Recent HR Developments and Employment Law Updates," "Friendly Dialogue on the EEOC's Recent Initiatives (with EEOC Special Counsel)," and "Cutting Edge Social Media Critical Issues." Hershey, PA. December, 2013.
* ThinkHR. Webinar presentation on "Learn the Key Elements of a Social Media Policy." November, 2013.
* Legal Management Resources. Law Firm General Counsel Roundtable (for Mid-Size Group). Presentation on "Impaired Professionals: Legal Issues and Practical Considerations." Boston, MA. October, 2013.
* Greater Valley Forge Human Resources Association. 2013 HR Summit. Speaker on "In The Year 2525." Malvern, PA. October, 2013.
* Health Care Compliance Association (HCCA) and Society of Corporate Compliance and Ethics (SCCE) (with General Counsel for Neumann University). Web conference on "General Counsel: Their Role and Hiring, Working with, and Managing Outside Counsel" October, 2013.
* "The Lean In Dialogues." Created and moderated symposium with a panel composed of six executive women to discuss gender equality. Even after moving to a larger location, we had to close the program because demand exceeded space. Philadelphia, PA. October, 2013.
* Society for Human Resource Management. Lehigh Valley Chapter Conference. Speaker on "The Future Is Yesterday." Bethlehem, PA. October, 2013.
* Legal Management Resources. Law Firm General Counsel Roundtable (for Large Law Firm Group). Presentation on "Impaired Professionals: Legal Issues and Practical Considerations." Chicago, IL. October 2013.
* Temple University. Temple University's HR Week. Speaker on "The Strategic Importance of HR to Organizations." Philadelphia, PA. September, 2013.
* The Pennsylvania Chamber of Business & Industry. HR Roundtable. Speaker on "Proper Procedures in Conducting HR Workplace Investigations." Harrisburg, PA. September, 2013.
* Philadelphia Society for Human Resource Management and National Association of African Americans in Human Resources (PSHRM & NAAAHR). Immigration – Beyond the Border. Co-moderate interactive panel discussion on the key issues surrounding immigration reform and the impact it will have on business. Philadelphia, PA. September, 2013.
* The Society for Human Resource Management. New York State Chapter. Speaker at 2013 NYS SHRM State Conference on "The Harassment Quiz." Buffalo, NY. September, 2013.
* The Society for Human Resource Management. Greater Pottstown Chapter. Speaker at Chapter Meeting on "Tough Love: What Your CEO Won't Tell You About HR But I Will." Pottstown, PA. September, 2013.
* The Society for Human Resource Management. Lancaster Chapter. Speaker at Lancaster SHRM Fall Legal Update on "Tough Love: What Your CEO Won't Tell You About HR, But I Will." Lancaster, PA. September, 2013.
* The Society for Human Resource Management. SEPA Chapter. Speaker at Chapter Meeting on "Keeping Norma Rae at Bay." Philadelphia, PA. July, 2013.
* The National Association of College and University Attorneys (NACUA). 2013 Annual Conference. NACUA moderator. Facilitate discussion on "Conflict Between the Board and the President." Philadelphia, PA. June, 2013.
* The Society for Human Resource Management. 2013 SHRM Annual Conference & Exposition. Preconference Workshop on “Workplace Privacy: An Oxymoron?” and Concurrent Session on “The Harassment Quiz.” Chicago, IL. June, 2013.
* Chester County Human Resources Association. Speaker at Chapter breakfast meeting on "Keeping Norma Rae at Bay." Downingtown, PA. June 2013.
* Attorneys' Liability Assurance Society, Inc. (ALAS). Record webcast on "Impaired Professionals." Chicago, IL. May 2013.
* The Pennsylvania State Council of SHRM, Inc. 13th Annual Pennsylvania Legislative & Legal Conference. Conference Chair and speaker on "Tough Love: What Your CEO Won't Tell You About HR But I Will," and "State Law Legislative Update." Harrisburg, PA. April 2013.
* The Pennsylvania Chamber of Business and Industry. Human Resources Roundtable. Speaker on "Proper Procedures in Conducting HR Workplace Investigations." King of Prussia, PA. April 2013.
* The Society for Human Resource Management. Philadelphia Chapter. The Philadelphia SHRM Symposium. "Power Packed Legal Platform." Co-presenter on "Social Media." Philadelphia, PA. March 2013.
* Eastern PA CUPA. Speaker at Chapter meeting on "Attracting and Promoting Diverse Talent." Rosemont, PA. March 2013.
* The Society for Human Resource Management. 2013 Northeast Regional Student Conference. Keynote speaker on "Social Media: It Affects Everything." Newark, DE. March 2013.
* The Society for Human Resource Management. 2013 Employment Law & Legislative Conference. Speaker on "Tough Love II: What Your Employees Won't Tell You About HR, But I Will," and "When Politics Is Local: State Law Trends." Washington, D.C. March 2013.
* The Society for Human Resource Management. 2013 HR Business Leadership Virtual Conference. Presentation on "HR Strategic Street Smarts." Alexandria, Virginia. February 2013.
* SmartCEO Magazine. Panelist on "Labor and Employment Trends" at Philadelphia SmartCEO Attorneys Roundtable. Philadelphia, Pennsylvania. February 2013.
* The Society for Human Resource Management. Berks County Chapter. Speaker at meeting on "Tough Love: What Your CEO Won't Tell You About HR But I Will." West Lawn, Pennsylvania. January 2013.
* The Society for Human Resource Management. SEPA Chapter. Speaker on "Most Wonderful Time of the Year…If You Are Not an Employer." Philadelphia, Pennsylvania. December 2012.
* The Society for Human Resource Management. Lehigh Valley Chapter. Senior HR Leaders Meeting. Speaker on "Your Substantive Challenges Ahead." Allentown, Pennsylvania. December 2012.
* Pennsylvania Chamber of Business and Industry. 2012 Annual Human Resources Conference. Keynote speaker on "Recent HR Developments and Employment Law Updates," and speaker on "Wage & Hour Game: Test Your Knowledge." Hershey, Pennsylvania. November 2012.
* The Society for Human Resource Management. NEPA Chapter. 2012 Legal Update Conference. Speaker on "Tough Love: What Your CEO Won't Tell You About HR, But I Will," "Legislative Update," "Wage and Hour Minefields," and "Social Media." Scranton, Pennsylvania. November, 2012.
* Greater Valley Forge Human Resources Association. Human Resources Summit. Keynote presenter on "Tough Love: What Your CEO Won't Tell You About HR, But I Will." Malvern, Pennsylvania. October 2012.
* The Society for Human Resource Management. Strategic Conference. Speaker on "Tough Love: What Your CEO Won't Tell You About HR, But I Will." Palm Springs, California. October 2012.
* The Society for Human Resource Management. Lehigh Valley Chapter. Speaker on "Time to Meet the Challenges Ahead," "Social Media: It Affects Everything," "Time to Meet Your Case Study and Face the Challenges Ahead," and "The Case Study and Beyond…Group Interaction." Bethlehem, Pennsylvania. October 2012
* Pennsylvania Chamber of Business and Industry. HR Roundtable. Speaker on "Drafting Employee Handbooks and Avoiding the Most Common Handbook Mistakes," and "HR Records Retention Requirements, including Electronic Recordkeeping Legal Do's and Don'ts." Camp Hill, Pennsylvania. September 2012.
* Lancaster County Association for Human Resource Management. Fall Legal Update. Keynote address on "The Hottest Legal Developments for 2012," and facilitate panel discussion on "Electronic Recordkeeping – The Positives and Pitfalls of Going Paperless." Lancaster, Pennsylvania. September 2012.
* Federal Judicial Center. National Workshop for U.S. Magistrate Judges II. Speaker on "Judge's Chambers as Family Business." Denver, CO. July 2012.
* Philadelphia Area Chapter of the Employee Assistance Professionals Association. Speaker on "When Substance Users and Abusers Come to Work." Bensalem, Pennsylvania. July 2012.
* Federal Judicial Center. 2012 Chief Bankruptcy Judges Seminar. Speaker on "Hiring and Promoting Decision Making." Washington, DC. June 2012.
* The Society for Human Resource Management. 64th Annual Conference and Exposition. Speaker on "In the Year 2525." Atlanta, Georgia. June 2012.
* 3rd Annual ABA Mid-Atlantic Lawyers in Recovery Retreat. Speaker on "Impaired Professionals: Legal Issues and Practical Considerations." Wernersville, Pennsylvania. June 2012.
* Northeast Berks Chamber of Commerce. Speaker on "Social Media: From Hiring to Firing." Breinigsville, Pennsylvania. May 2012.
* Jewish Business Network. Power Lunch Facilitator of panel discussion on "Remembering our Roots." Philadelphia, Pennsylvania. May 2012.
* Federal Judicial Center. 2012 National Conference for Appellate Staff Attorneys. Speaker on "Employment Discrimination; ADA Amendments Act," and "Performance Management." Baltimore, Maryland. May 2012.
* 2012 CUPA-HR Eastern Region Conference. Keynote Speaker on "In The Year 2525," and Master's Series Speaker on "Attracting and Promoting Diverse Talent." Philadelphia, Pennsylvania. April 2012.
* Federal Judicial Center. Workshop for U.S. Magistrate Judges I. Training on "Judge's Chamber as Family Business." Miami, Florida. April 2012.
* The Pennsylvania State Council of SHRM. 2012 Legislative and Legal Conference. Conference Chairperson, speaker on "NLRB Gone Wild," "Legislative Developments in Pennsylvania," and participant in Mock Legislative Debate. Harrisburg, Pennsylvania. April 2012.
* Pennsylvania Chamber of Business and Industry. Speaker on "HR Records Retention Requirements, including Electronic Recordkeeping Legal Do's and Don'ts. King of Prussia, PA. April, 2012.
* Human Resources Association of Southern New Jersey. Speaker on "Wage and Hour Tsunami." Vineland, NJ. November, 2011.
* The Society for Human Resource Management. Berks Chapter. Speaker on "Social Media: Dancing on the Edge of a Volcano." West Lawn, PA. November 2011.
* The Pennsylvania Credit Union Association. Social Centric Conference. Speaker on "Social Media: Dancing on the Edge of a Volcano." Harrisburg, PA. October 2011.
* The Society for Human Resource Management. NEPA Chapter. Speaker at NEPA SHRM Legal Update Conference on "Social Media: Dancing on the Edge of a Volcano," "NLRB Gone Wild," and "We are All Disabled Now." Scranton, PA. October, 2011.
* The Society for Human Resource Management. Lehigh Valley Chapter. Speaker on "In the Year 2525." Bethlehem, PA. October 2011.
* The Society for Human Resource Management. SEPA Chapter. Speaker on "Down Deep Devilish Impulses: Overcoming Unconscious Bias in Attracting and Retaining a Diverse Workforce." Philadelphia, PA. October 2011.
* Greater Valley Forge Human Resource Association. Speaker on "The Harassment Quiz." Philadelphia, PA. October 2011.
* National Association of Mutual Insurance Companies ("NAMIC"). Presenter on "Emerging Legal Employment Issues." St. Petersburg, FL. October, 2011.
* The Society for Human Resource Management. York Chapter. Speaker on "NLRB and Unions: BFFs," and "Your Toughest Labor Questions." York, PA. October, 2011.
* Pennsylvania Chamber of Business and Industry. 2011 HR Roundtable. Speaker on "Wage and Hour Non-Exempt Claims Management." Facilitate "Mock Discrimination Trial: The Case of Serial Sue." Camp Hill, PA. September, 2011.
* Philadelphia Not-For-Profit HR Directors Group. Speaker on "Evaluating the Evaluators." Philadelphia, PA. September 2011.
* Tri-State Human Resource Association. Speaker on "Diversity." Mount Laurel, NJ. September, 2011.
* National Conference of State Legislatures. Presentation on "Legal Minefields in the Legislative Workplace."   
  San Antonio, Texas. August 2011.
* The Society for Human Resource Management. National Webcast on "Class Actions and Collective Lawsuits: A Growing Tsunami for Employers." July 2011.
* The Society for Human Resource Management. 63rd Annual Conference and Exposition. Speaker on "Harassment Quiz." Las Vegas, Nevada. June 2011.
* Southeastern Pennsylvania Consortium for Higher Education ("SEPCHE"). Speaker on "Performance Management and Development." Rosemont, Pennsylvania. June 2011.
* 2nd Annual ABA Mid-Atlantic Lawyers in Recovery Retreat. Panel discussion on "Minimizing the Risk That Your Good Deeds Will Be Punished: Continuum of Intervention Options." Wernersville, Pennsylvania. June 2011.
* Chester County Human Resources Association. Speaker on "Pennsylvania Legislative Update." Downingtown, Pennsylvania. June 2011.
* Mid-Atlantic Higher Education Recruitment Consortium ("HERC"). Speaker on "Attracting and Promoting Diverse Talent." Baltimore, Maryland. May 2011.
* Pennsylvania Chamber of Business and Industry. HR Roundtable. Speaker on "Wage & Hour Non-Exempt Claims Management." Facilitate "Mock Discrimination Trial: The Case of Serial Sue." Breinigsville, Pennsylvania. April 2011.
* Pennsylvania State Council of SHRM, Inc. 11th Annual Pennsylvania Legislative & Legal Conference. Speaker on "Dancing on the Edge of a Volcano—Social Media" and "State Legislative Proposals: Pennsylvania Legislative Proposals and Effective Grassroots Advocacy." Harrisburg, Pennsylvania. April 2011.
* Pennsylvania Commission for Community Colleges. Speaker at 2011 Annual Meeting on "Social Media in Higher Education: Risks and Rewards." Harrisburg, Pennsylvania. April 2011.
* Philadelphia Area Association of Healthcare Recruiters ("PAAHCR"). Speaker on "Attracting and Retaining a Diverse Workforce." Philadelphia, Pennsylvania. March 2011.
* NJ/Eastern PA/DE HERC, The Metro NY/Southern CT HERC, the UpperMidwest HERC, and the Michigan HERC. Webinar on "Social Media Minefields in Higher Education." February 2011.
* The Society for Human Resource Management. Bux-Mont Chapter. Presentation on "NLRB and Unions: Best Buds." Telford, Pennsylvania. February 2011.
* The Society for Human Resource Management. Webinar on "Social Media: Dancing on the Edge of a Volcano." January 2011.
* Association of Corporate Counsel. DELVACCA Chapter Event. Presentation on "Risky Business of Risk Aversion." Philadelphia, Pennsylvania. January 2011.
* Southeastern PANPHA Group. Training on "Pennsylvania Prohibition of Excessive Overtime in Health Care Act (Act 102)," "Wage and Hourly Minefields for Non-Exempt Employees," and "NLRB and Labor: Best Buds." Philadelphia, Pennsylvania. December 2010.
* The Pennsylvania Chamber of Business and Industry. 2010 Annual Human Resources Conference. Speaker on "Recent HR Developments and Legal Updates," and "Reducing Our Stress and Regaining Our Sense of Fun." Hershey, Pennsylvania. November 2010.
* Lancaster County Association for Human Resource Management. Fall Legal Update Seminar. Keynote speaker on "Triaging the HR Implications of Health Care Reform." Lancaster, Pennsylvania. September 2010.
* "Health Reform Triage for Employers," *BusinessWeek*, June 2010
* The Society for Human Resource Management. 62nd Annual Conference and Exposition. Speaker on "Minefields for HR Professionals in EEO Investigations," and "Performance Management Blunders—Top 10s." San Diego, California. June 2010.
* Greater Reading Chamber of Commerce & Industry. Chamber Health Care Summit 2010. Speaker on "Triaging Health Care Reform." Wyomissing, Pennsylvania. June 2010.
* The Pennsylvania Chamber of Business and Industry. 2010 HR Roundtable. Speaker on "Class Warfare: Wage and Hour Claims" and "Developing a Social Media Policy." King of Prussia, Pennsylvania. April 2010.
* Lawyers Concerned for Lawyers of Pennsylvania, Inc. 2010 Lawyers Concerned for Lawyers Volunteer Conference: "Recovery, Rights & Responsibilities." Speaker on "When the Impaired Attorney Comes to Work." Harrisburg, Pennsylvania. April 2010.
* The Pennsylvania State Council of SHRM, Inc. The 10th Pennsylvania Legislative & Legal Conference. Pre-Conference speaker on "10 Things Your CEO Won’t Tell You About HR But I Will" and speaker on "Pennsylvania Legislative Proposals and Effective Grassroots Advocacy." Harrisburg, Pennsylvania. April 2010.
* Greater Valley Forge Human Resource Association. Speaker at seminar on "HR Hot Topics." Villanova, Pennsylvania. April 2010.
* The Society for Human Resource Management. Berks Chapter. Speaker at chapter meeting on "Wage and Hour Minefields." Reading, Pennsylvania. March 2010.
* Pennsylvania Association of School Personnel Administrators ("PASPA"). Keynote speech at 2010 Annual Conference on "Human Resources in the Cross Hairs – Conducting Legally Sound Employee Investigations." Harrisburg, Pennsylvania. February 2010.
* Society for Human Resource Management. Delaware County Chapter. Speaker at Annual Conference on "Legislative and Legal Human Resources Update." Glen Mills, Pennsylvania. January 2010.
* Speaker on "Sexual Harassment," U.S. Equal Employment Opportunity Commission, EEOC Philadelphia Area Technical Assistance Seminar ("TAPS"). Lafayette Hill, Pennsylvania, August 2010
* Pennsylvania Chamber of Business & Industry. 2009 Annual Human Resources Conference. Keynote speaker on "Legislative and Legal Human Resources Update," speaker on "Labor Pains for Employers," and Facilitator on "How to Lose Your Case: Understanding the Plaintiff's Viewpoint with Tips on Protecting Your Company." Hershey, Pennsylvania. December 2009.
* NJCUPA-HR and NJ ACE Network. Joint meeting of ACEnet (American Council on Education Network for Women) NJ Chapter & CUPA-HR. "Everything You Ever Wanted to Know About Social Media Networking but Were afraid to Ask!" Speaker on "When the Dean and a Student Share MySpace." Edison, New Jersey. November 2009.
* The Society for Human Resource Management. 7th Annual Pennsylvania SHRM State Leadership Conference. Provide Leadership Training on Legislative Initiatives and Grassroots Advocacy. New Cumberland, Pennsylvania. October 2009.
* Human Resource Professionals of Central Pennsylvania. Fall Legal and Legislative Conference. Keynote speaker on "ADAAA Update." Breakout speaker on "Sexual Harassment." Harrisburg, Pennsylvania. October 2009.
* The Society for Human Resource Management. Lehigh Valley Chapter Conference on "Best Practice HR: Maximizing Your Worth to Your Organization." Speaker on 3 topics: "H1N1 Wave 2: Is Your Organization Prepared," "Best Practices in Attracting and Promoting Diversity," and "Labor Pains for Employers." Allentown, Pennsylvania. October 2009.
* The Society for Human Resource Management. NEPA Chapter. Provide Legal Update on EFCA, EEO Update, and FLSA Minefields. Scranton, Pennsylvania. October 2009.
* The Society for Human Resource Management. Lancaster Chapter. Keynote speech on "Labor Pains for Employers." Lancaster, Pennsylvania. September 2009.
* The Society for Human Resource Management. 61st Annual Conference and Exposition. Speaker on "Privacy Rights: A Workplace Oxymoron?" and "The Harassment Quiz." New Orleans, LA. June 2009.
* Chester County Human Resource Association. Speaker at chapter meeting on "Labor Pains for Employers: How Unions are Born." Downingtown, Pennsylvania. June 2009.
* The Society for Human Resource Management. Bux-Mont Chapter. Speaker at chapter meeting on "Pandemic Planning: Swine Flu." Telford, Pennsylvania. May 2009.
* The Society for Human Resource Management. SEPA Chapter. Speaker at chapter meeting on "Wage & Hour Minefields." Philadelphia, Pennsylvania. April 2009.
* The Society for Human Resource Management. Berks County Chapter. Speaker at chapter meeting on "Labor Pains for Employers: How Unions Are Born." Wyomissing, PA. March 2009.
* The Pennsylvania State Council of SHRM 9th Annual Legislative & Legal Conference. Speaker on "Cost-Cutting Measures as an Alternative to Layoffs," and "Pennsylvania Legislative Proposals." Harrisburg, Pennsylvania. April 2009.
* Society of Professional Investigators. Speaker on "Is That Charming Applicant Really An Unqualified Fraud?"   
  New York, NY. January, 2009.
* Tri-State Human Resources Management Association. Speaker on "Labor Pains for Employers: How Unions Are Born." Mount Laurel, NJ. January, 2009.
* Pennsylvania Chamber of Business and Industry. 2008 Annual Human Resources Conference. Speaker on "Legislative and Legal Human Resources Update" and "The Harassment Quiz." Hershey, PA. December 2008.
* Pennsylvania Chamber of Business and Industry. Family-Owned Business Workshop. Facilitator of "Issues That Family-Owned Businesses Must Consider." Grantville, PA. November 2008.
* The Society for Human Resource Management. 2008 Diversity Conference. Speaker on "Baby Boom-erang."   
  Atlanta, GA. October 2008.
* The Society for Human Resource Management. Lehigh Valley Chapter. Speaker on "Top Twenty Mistakes in EEO Investigations." Allentown, PA. October 2008.
* CUPA-HR NY Metro Chapter. Keynote presentation on "Sexism in the City." New York, NY. September 2008.
* The Society for Human Resource Management. Greater Valley Forge Chapter. Speaker on "Inside the Mind of the State Legislator." King of Prussia, PA. September 2008.
* Philadelphia Area Association of Healthcare Recruiters ("PAAHCR"). Speaker on "Employment Law Update." Philadelphia, PA. September 2008.
* National Association of College and University Attorneys. 48th Annual Conference. Speaker on "Ethics in the Electronic Era." New York, NY. June 2008.
* The Society for Human Resource Management. 2008 Annual Human Resource Conference. Presentations on "The Harassment Quiz" and "Legal Minefields in EEO Investigations." Chicago, IL. June 2008.
* The Society for Human Resource Management. Bux-Mont Chapter. Presided over "Mock Trial." Presentation on "Documenting Discipline." Telford, PA. May 2008.
* The Society for Human Resource Management. Lehigh Valley Chapter. Speaker on "How Sexual Harassment Prevention Programs Sometimes Hurt Women." Allentown, PA. February 2008.
* Pennsylvania Chamber of Business and Industry. 2007 Annual Human Resource Conference. Presentations on "Title VII and Diversity" and "Employment Law Update." Hershey, PA. November 2007.
* The Society for Human Resource Management. SEPA Chapter. Speaker on "How Sexual Harassment Prevention Programs Sometimes Hurt Women" Philadelphia, PA. November 2007.
* ABA Section of Labor and Employment Law Annual CLE Conference. Panelist on "The In-House Counsel Track: Corporate and Union In-House Counsel Issues." Philadelphia, PA. November 2007.
* The Society for Human Resource Management. 2007 Workplace Diversity Conference & Exposition. Speaker on "Diversity Danger Zones and Best Practices." Philadelphia, PA. October 2007.
* The Society for Human Resource Management. NEPA Chapter. 11th Annual Legal Update. Speaker on "Legislative Update" and "EEO Explosion." Scranton, PA. October 2007.
* The Society for Human Resource Management. 2007 Lehigh Valley Chapter Legal Conference. Speaker on "Baby Boomerang." Panelist on "Sandwich Generation." Bethlehem, PA. October 2007.
* The Society for Human Resource Management. Delaware Chapter. Session on "Maneuvering Investigatory Minefields." Newark, DE. July 2007.
* The Society for Human Resource Management. 59th Annual Conference and Exposition. Sessions on "EEO Essentials of Supervisory Training," "Documenting Discipline for the New HR Professionals," and "Legal Minefields in EEO Investigations." Las Vegas, NV. June 2007.
* National Conference of State Legislatures. Session "EEO Update." Philadelphia, PA. June 2007.
* CUPA-HR Eastern Region Conference. Keynote Speaker on "HR Street Smarts." Master's Series on "How Sexual Harassment Prevention Programs Sometimes Hurt Women." Atlantic City, NJ. May 2007.
* Society for Human Resource Management. Pennsylvania SHRM State Council 7th Annual Pennsylvania State Legislative & Legal Conference. Presentation on "Update of Pending Pennsylvania Legislative Bills." Harrisburg, PA. April 2007.
* Society for Human Resource Management. York Chapter. Speaker on "Pandemic Planning." York, PA. April 2007.
* DELVACCA. Seminar on Ethics for In-House Counsel. Philadelphia, PA. March 2007.
* Society for Human Resource Management. Berks Chapter. Speaker on "Are You Hiring A Time Bomb." Wyomissing, PA. February 2006.
* The Wharton Council on Employee Relations. Presentation on "Diversity Danger Zones." Philadelphia, PA. January 2007.
* The Society for Human Resource Management. SEPA Chapter. Presentation on "Preparing for a Potential Pandemic." Philadelphia, PA. December 2006.
* Pennsylvania Chamber of Business and Industry. 2006 Annual Human Resource Conference. Speaker on "Employment Law Update" and the "Most Wonderful Time of the Year." Hershey, PA. November 2006.
* Society for Human Resource Management. Philadelphia Regional Chapter. Speaker on "Pandemic Planning for HR Professionals." Philadelphia, PA. November 2006.
* Pennsylvania College and University Attorneys. Speaker on "Preventing Pandemic Pandemonium." Saint Joseph's University. Philadelphia, PA. October 2006.
* Food Marketing Institute ("FMI"). Human Resources/Training & Development Conference. Speaker on "Employment Law Update." The Ritz Carlton, Montreal. September 2006.
* Pennsylvania Chamber of Business and Industry. Business Survival in a Global Pandemic: Employer's Preparation and Response Roundtable. Program Moderator and Speaker. Presentation on "Pandemic Pandemonium." Grantville, PA. August 2006.
* ACC America (Association of Corporate Counsel Greater New York Chapter). Program Moderator and Speaker. Seminar on "Sexism in the City: Glass Ceiling Class Actions." New York, NY. July 2006.
* The Society for Human Resource Management. 58th Annual Conference and Exposition. Sessions on "Harassment Quiz" and "Documenting Discipline for New HR Professionals." Washington, D.C. June 2006.
* Pennsylvania Chamber of Business and Industry. WC Benefits and HR Records Retention Requirements Conference. Presentations on "HR Records Retention Requirements." Grantville, PA. June 2006.
* Chester County Human Resources Association. Presentation on "Privacy Rights: A Workplace Oxymoron?" Exton, PA. February 2006.
* The Society for Human Resource Management. 2005 Workplace Diversity Conference. Speaker on "Diversity Danger Zones" and "Baby Boom-erang." Las Vegas, NV. October 2005.
* The Society for Human Resource Management. Lehigh Valley Chapter. 2005 Legal Conference. Keynote speaker on "HR Street Smarts." Bethlehem, PA. October 2005.
* The Society for Human Resource Management. Lehigh Valley Chapter. Interactive seminar: "Who Wants to Make a Millionaire?" Bethlehem, PA. September 2005.
* CUPA-HR Eastern Region Conference. Master's Series. Speaker on "Navigating the Scylla of Sexual Harassment and the Charybdis of Discrimination Avoidance." Boston, MA. May 2005.
* The Society for Human Resource Management. Berks County Chapter. Speaker on "Investigation Minefields." Wyomissing, PA. April 2005.
* Human Resource Professionals of Central PA (HRPCP Chapter) and The Society for Human Resource Management. Pennsylvania State Council 5th Annual PA State Legal and Legislative Conference. Speaker on "Safe Terminations: An Oxymoron?" Harrisburg, PA. April 2005.
* Human Resource Association of Southern New Jersey. Interactive seminar: "Reality HR: The Game." Millville, NJ. March 2005.
* Greater Valley Forge Human Resource Association. Speaker on "Sexism in the City." Malvern, PA. February 2005.  
  *Seminars delivered before 2005 not included*