

**Linda B. Hollinshead, Partner**

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**Linda B. Hollinshead** practices in the area of employment law. Ms. Hollinshead provides training and counseling to employers throughout the country on a variety of subjects, including monitoring employee attendance, FMLA compliance, medical and religious accommodations, leaves of absence policies, harassment and discrimination prevention, responding to harassment and discrimination claims, FLSA and wage and hour compliance, including employee misclassification, diversity and inclusion, termination of employees, hiring practices, performance appraisals and performance management. Ms. Hollinshead also advises public accommodations as well as recipients of federal financial assistance on program accessibility and other compliance obligations. Ms. Hollinshead advises clients in numerous industries, including colleges and universities, manufacturing and retail companies, hospitals and other healthcare organizations, technology companies, financial services organizations, energy companies and not-for-profit entities. She is also a member of the firm's Cannabis Industry Group.

Ms. Hollinshead conducts investigations on behalf of employers regarding claims of harassment and discrimination as well as counsels employers concerning their own investigation of and responses to such claims. She also assists employers by drafting employees policies and handbooks, confidentiality and restrictive covenant agreements, employment agreements, termination and severance agreements as well as independent contractor agreements. She represents organizations before the Equal Employment Opportunity Commission and other state and local agencies.

Ms. Hollinshead is a 1997 *cum laude* graduate of Rutgers University School of Law and a graduate of the Eagleton Institute of Politics at Rutgers University (M.S., Public Policy) and Bucknell University (B.A., *cum laude*).

**Representative Matters**

- Represented Poydras Gaming Finance Corp. (TSXV-PYD), in its acquisition of 100% of the stock of Integrity Gaming, Inc., Aurora Gaming, Inc. and Integrity Gaming of Kansas, Inc. for approximately \$18 million, including, cash, stock, assumed debt, and an earn-out of up to \$5 million.
- Represented Brace Industrial Group L.P., a Houston based industrial services roll-up, in its acquisition of substantially all of the assets of ESI Group, Inc.
- Represented Brace Industrial Group L.P., a Houston based industrial services roll-up, in its acquisition of all of the issued and outstanding stock of Peterson Industrial Scaffolding, Inc. from Peterson Enterprises, Inc.
- Represented Brace Industrial Group L.P., a Houston-based industrial services roll-up, in its acquisition of Basic Industries, LLC, an industrial services company, for approximately \$33 million.

- Represented a Virginia IT staffing and consulting company in connection with a two-step transaction involving a corporate restructuring in which the company contributed substantial amounts of its assets and liabilities to a Delaware limited liability company, which simultaneously sold its preferred units to a third party investor for \$20 million.

### **Areas of Practice**

- FLSA and Wage and Hour Compliance
- Sexual and other Forms of Harassment: Training and Counseling on Prevention and Correction
- Diversity and Inclusion Counseling and Training
- Americans with Disabilities Act and Section 504 of the Rehabilitation Act Compliance
- FMLA, Medical Leaves and Other Leave Law Compliance
- Employment Law

### **Professional Activities**

- Steering Committee, Duane Morris Women's Impact Network for Success
- National Association of College and University Attorneys

### **Admissions**

- Pennsylvania
- New Jersey

### **Education**

- Rutgers School of Law, J.D., *cum laude*, 1997
- Bucknell University, B.A., *cum laude*, 1993
- Rutgers University, Eagleton Institute of Politics, M.S., Public Policy, 1995

### **Honors and Awards**

- AV Preeminent® Peer Review Rated by Martindale-Hubbell®

### **Selected Publications**

- Quoted, "Weed Legalization Push in New York, Elsewhere Vexes Employers," *Bloomberg Law*, May 31, 2019
- Featured, "Effective Autism (Neurodiversity) Employment: A Legal Perspective," *Forbes*, January 15, 2019
- Author, "It's a Delicate Balance: How to Maintain Performance and Conduct Standards When You Suspect an Employee Has a Substance Abuse Issue," *The Employment Counselor*, Delaware Valley Insurance Trust, Winter 2018
- Quoted, "ACG diversity forum: 'Courageous conversations'," *NJBiz*, June 19, 2018
- Quoted, "Marijuana in the Workplace: Balancing Competing Obligations," *HR Dive*; Reprinted by *420 Magazine*, June 18, 2018
- Author, "Sifting Through the Weeds... Medical Marijuana and the Employer's Dilemma," *The Employment Counselor*, Delaware Valley Insurance Trust, Spring 2018

- Co-author, "Some, But Not All, of Philadelphia's Wage Equity Ordinance Declared Unconstitutional," *Duane Morris Alert*, May 8 2018
- Quoted, "Sexual Harassment in the #MeToo Era: What's HR's Role?" *The Philadelphia Inquirer*, March 15, 2018
- Author, "Corrective Counseling Critique – Would You Do it Differently?" *The Employment Counselor*, Delaware Valley Insurance Trust, Fall 2017
- Co-author, "DOL New Minimum Salary Level of \$47,476 for Exempt Employees Temporarily Thwarted," *Duane Morris Alert*, November 23, 2016
- Co-author, "EEOC Issues Regulations Governing Employer Wellness Programs," *Duane Morris Alert*, June 13, 2016
- Co-author, "How the New Overtime Rules Will Impact Employers Nationwide," *Duane Morris Alert*, May 20, 2016
- Co-author, "Navigating Pennsylvania's New Medical Marijuana Act: What Employers Need to Know," *Duane Morris Alert*, May 17, 2016
- Co-author, "EEOC Issues Guidance Relating to Leaves of Absence and the ADA," *Duane Morris Alert*, May 16, 2016
- Quoted in "Overtime Rule May Hurt Workplace Morale," *SHRM Online*, August 12, 2015
- Quoted in WorkZone: Good Luck in the New Job, But Don't Take Those Business Records Along, *Pittsburgh Post Gazette*, July 12, 2015
- Author, "DOL Proposes to Double Minimum Guaranteed Salary Required to Meet FLSA Exemptions," *Duane Morris Alert*, July 6, 2015
- Author, "Philadelphia Sick Leave Law on Promoting Healthy Families and Workplaces Goes into Effect," *Duane Morris Alert*, May 12, 2015
- Quoted in "Be Wary of Too-Frequent FMLA Medical Recertification," *SHRM Online*, March 3, 2015
- Quoted in "DOL Revises FMLA Regulations 'Definition of Spouse'," *SHRM Online*, February 24, 2015
- Co-author, "DOL Issues FMLA Final Rule Recognizing Same-Sex Marriages and Establishing "Place of Celebration" as New Rule for Defining Spouse," *Duane Morris Alert*, February 24, 2015
- Co-author, "Philadelphia Passes Sick Leave Law," *Duane Morris Alert*, February 17, 2015
- Quoted in "Gift Policies Becoming More Stringent," *SHRM Online*, January 16, 2015
- Quoted in "When Is Enough ADA Leave Enough?," *SHRM Online*, December 17, 2014
- Quoted in "Employees' Use of Sharing Economy Poses Risks," *SHRM Online*, October 14, 2014
- Author, "Employer Mistakes With Leave of Absence Policies Can Be Costly," *Employee Benefit News*, September 18, 2014
- Quoted in "3rd Circ. Ruling On FMLA Mailings Ups Ante For Employers," *Law360*, August 8, 2014
- Co-author, "Federal Judge Strikes Down Pennsylvania Same-Sex Marriage Ban, Resulting in Significant Impact on Employee Benefit Plans," *Duane Morris Alert*, May 21, 2014

- Quoted in "The Broadening Definition of Disability," *Talent Management*, March 2014
- Author, "Social-Media Privacy and Protection Laws," *Employment Relations Today*, Fall 2013
- Co-author, "EEOC Updates Informal Guidance for Employers in Handling Cancer, Diabetes, Epilepsy and Intellectual Disabilities Under the Americans with Disabilities Act," *Duane Morris Alert*, June 4, 2013
- Leave-of-Absence Issues Managers Need to Know," *The Legal Intelligencer*, May 22, 2013
- Author, "Medical Marijuana and the Workplace," *Employment Relations Today*, April 2013
- Co-author, "DOL Issues Final FMLA Regulations," *Duane Morris Alert*, February 25, 2013
- Author, "States Target Hiring Discrimination Against the Unemployed," *Employment Relations Today*, Fall 2012
- Quoted In "EEOC Scrutinizes Blanket Policies for ADA Violations," *Inside Counsel*, May 30, 2012
- Author, "State Regulations Update—The States Have a Broad Menu of Meal-Period Rules," *Employment Relations Today*, Spring 2012
- Co-author, "U.S. Department of Labor Proposes FMLA Regulatory Changes: It's Not Just About the Military Leave Provisions," *Duane Morris Alert*, March 7, 2012
- Quoted in "PTO Banks: Trends, Design, and Implementation," *Management & Administration, Inc.*, a BNA Company, Fall 2011
- EEOC Continues to Target Inflexible Leaves-of-Absence, Attendance Policies," *The Legal Intelligencer*, September 21, 2011
- Co-author, "EEOC Issues Final Regulations Implementing ADA Amendments Act," *Duane Morris Alert*, March 31, 2011
- Calling All Employers! Requiring Employee Compliance With Your Call Out Procedures Does Not Violate The FMLA," Morris Institute FMLA Compliance Blog, February 28, 2011
- Employee's "Faith Healing" Trip With Ill Spouse Is Not Protected By The FMLA, Duane Morris Institute FMLA Compliance Blog, February 16, 2011
- Quoted in "Disciplining FMLA Leave-Takers," the *HR Café Daily Post*, July 30, 2010
- U.S. Department of Labor Clarifies When Employees Standing "In Loco Parentis" May Take FMLA Leave to Care for a Child," *Duane Morris Alert*, July 15, 2010
- Quoted in "A Leave Law That Just Won't Go Away," *HR Magazine*, SHRM, July 1, 2010
- Co-author, "Telecommuting and the Virtual Workplace: How to be Flexible with Employees and Not Run Afoul of Inflexible Laws," *Employment Law Strategist*, July 2010
- Quoted in "Avoid Common Myths When Coordinating FMLA and STD Leave," *SHRM Online*, November 5, 2009
- FMLA Amended Again by the National Defense Authorization Act for 2010," *Duane Morris Alert*, November 2, 2009
- Quoted in "New FMLA Notice and Certification Process Outlined," *SHRM Online*, December 29, 2008

- EEOC Issues Proposed Revisions to ADA Regulations and Interpretive Guidance," *Duane Morris Alert*, September 24, 2009
- Co-author, "EEOC Approves Proposed ADA Regulations Broadening Definition of Disability," *Duane Morris Alert*, September 18, 2009
- Even with Additional Structure and Time, Employers Continue to Face Liability Under the FMLA's Individual Notice Requirements," *The Metropolitan Corporate Counsel*, April 2009
- Act Now to Take Advantage of Recent Employer-Friendly FMLA Changes," *The Metropolitan Corporate Counsel*, March 2009
- Quoted in "New FMLA Notice and Certification Process Outlined," *SHRM Online*, December 29, 2008
- Quoted in "Answers to Tricky HR Questions: Laying off an Employee on FMLA Leave," *HR Legal News.com*, December 18, 2008
- Quoted in "5 FMLA Questions Almost All Managers Can't Answer," *HR Legal News.com*, August 26, 2008
- Quoted in "Some Employers Not Complying with the FMLA: Study," *Employment Law360*, May 22, 2008
- "It's More than Just Good Manners: Fostering an Ethical Working Environment," *The Metropolitan Corporate Counsel*, March 2007
- "What's in a Name: Preventing and Responding to Identity Theft in the Workplace," *The Metropolitan Corporate Counsel*, November 2006
- "It's All About What You Know and When You Know It: The FMLA Designation," *The Metropolitan Corporate Counsel*, July 2002

### **Selected Speaking Engagements**

- Panelist, "A Conversation on Legal Aspects of Autism Hiring Programs," 2019 Autism at Work Summit, Els for Autism Foundation, Jupiter, Florida, October 11, 2019
- Presenter, "Intermittent Leave Under FMLA: How to Manage the Unexpected," Duane Morris Institute (DMi), Philadelphia, October 10, 2019
- Presenter, "ADA and Pregnancy Accommodations," Duane Morris Institute (DMi), Philadelphia, October 10, 2019
- Presenter, "Wage and Hour Quicksand for Higher Education Institutions," Duane Morris Institute (DMi) Webinar, October 1, 2019
- Presenter, "Clearing the Smoke: Pennsylvania Marijuana Laws," Duane Morris LLP and the Pennsylvania Food Merchants Association Webinar, August 1, 2019
- Speaker, "Practical Reasonable Accommodation Issues," Duane Morris' Developments in Workplace Law and Practice, Philadelphia, May 7, 2019
- Panelist, "Neurodiversity: What it is and Why it Matters," Duane Morris Diversity & Inclusion Retreat, *Duane Morris of the Future: Making Today's Diversity Challenges Tomorrow's Strengths* Philadelphia, May 4, 2019
- Speaker, "Employment Law After *Murphy vs. NCAA*: From Fantasy to Reality," The Future Is on the Clock: Gaming, Intellectual Property and Employment Law in the New World of Sports Betting, Philadelphia, April 25, 2019
- Speaker, "Marijuana in the Workplace—What Employers Need to Know," Duane Morris Institute (DMi), Philadelphia, PA, April 25, 2019

- Speaker, "In Bias We Trust: The Politics of Diversity, Inclusion and Meaningful Representation in the Legal Profession," Villanova Law's Minority Alumni Society, April 24, 2019
- Speaker, "Ten Things You Need to Know about FMLA," Duane Morris Institute (DMi), Philadelphia, PA, February 26, 2019
- Co-presenter, "Maneuvering the Thicket of ADA Reasonable Accommodation/FMLA/Workers' Compensation Laws for Workplace Injuries," ELBI CLE Training, February 12, 2019
- Speaker, Webinar: "Preventing Retaliation Claims: Why Your Managers Need Help," Business 21 Publishing, January 30, 2019
- Speaker, Webinar, Institute of Emerging Health Professions, Thomas Jefferson University (Philadelphia, PA). Cannabis Medicine certificate program: Cultural History, Regulation, and Policy of Cannabis course, Module 7, December 3, 2018
- Speaker, Webinar: "How to Terminate Poor Performers and Insubordinates Without Provoking a Lawsuit," Business 21 Publishing, November 14, 2018
- Speaker, "Medical Marijuana and Opportunities in the Legal Profession," Drexel University, Thomas R. Kline School of Law, Premier Lawyer Breakfast, November 7, 2018
- Co-presenter, "Diversity and Inclusion - Both the "Right" Thing to Do and a Competitive Imperative in the Workplace," Duane Morris Institute (DMi) Webinar, November 1, 2018
- Speaker, "Medical Marijuana in the Workplace," CLE Program, Pro Bono Clinic And Reception for Duane Morris Alumni, Philadelphia, October 25, 2018
- Presenter, "Tricky Timelines – Avoiding Retaliation Claims with Performance Management," Duane Morris Institute (DMi), Philadelphia, PA, October 10, 2018
- Presenter, "ADA, Pregnancy and Religious Accommodation," Duane Morris Institute (DMi), Philadelphia, PA, October 10, 2018
- Speaker, Webinar: "When FMLA Leave Ends: Handling Tricky Return-to-Work Issues," Business 21 Publishing, October 9, 2018
- Speaker, Webinar: "New Rules for Medical Marijuana in the Workplace," Business 21 Publishing, August 28, 2018
- Speaker, "Establishing an Effective Neurodiversity Employment Program: Legal Issues," Webinar, August 22, 2018
- Speaker, "Private Eyes Are Watching You: Privacy in the Workplace - Drug Testing in the Workplace and Medical Marijuana," Pennsylvania Bar Institute, Philadelphia, PA, July 31, 2018
- Panelist, "Q&A Panel on Medical Marijuana," Marcoem Webinar Series, July 18, 2018
- Speaker, Webinar: "Stop FMLA Intermittent Leave Abuse Now!," Business 21 Publishing, June 26, 2018
- Moderator, "Diversity, Inclusion and Culture Best Practices in Workplace - It's a Lot More Than You Think!" ACG NJ Monthly Breakfast Meeting, Kenilworth, NJ, June 19, 2018
- Speaker, Duane Morris' Developments in Workplace Law and Practice, "How to Handle Discipline and Discharge Decisions When FMLA and ADA Leaves Are in the Mix," Philadelphia, May 9, 2018

- Speaker, "Ripped From The Headlines - What Employers Can Learn from the #metoo and #Timesup Movement," SHRM Berks Chapter, Reading, PA, May 8, 2018
- Speaker, "The Impact of Opioids and Medical Marijuana in Healthcare: How Are You Managing Those Risks," Philadelphia Area Society for HealthCare Risk Management - Annual Spring Conference, April 26, 2018
- Presenter, "Cannabis 104: Marijuana in the Workplace – What Employers Need to Know," The Duane Morris Cannabis Webinar Series, April 17, 2018 (video replay)
- Speaker, "Lessons Learned from #MeToo and #TimesUp," ACG NJ Women of Leadership, Kenilworth, NJ, March 6, 2018
- Presenter, "Managing Leaves of Absence Beyond FMLA," Duane Morris Institute (DMi) Webinar, March 6, 2018
- Speaker, Webinar: "Medical Marijuana in the Workplace," Hospital and Healthsystem Association of Pennsylvania, January 24, 2018
- Moderator, "Effecting Cultural Change: Strategies for Fostering Leadership & Retaining and Engaging Talent," ACG New York 5th Annual Women of Leadership Summit, New York City, January 18, 2018
- Speaker, Webinar: "How to Terminate Poor Performers and Insubordinates without Provoking a Lawsuit," Business 21 Publishing, December 20, 2017
- Speaker, "Ripped From the Headlines – What Employers Can (and Should) Learn from the Recent Harassment Allegations Making the News," HR Workshop, Delaware Valley Insurance Trust, December 13, 2017
- Speaker, "3-Part FMLA Webinar Series," Duane Morris Institute (DMi), October 4, 2017, November 2, 2017, December 5, 2017
- Speaker, Webinar: "When FMLA Leave Ends: Handling Tricky Return-to-Work Issues," Business 21 Publishing, November 28, 2017
- Speaker, Webinar: "Paperless HR: How to Stay Compliant in the Cloud," Business 21 Publishing, October 25, 2017
- Speaker, "How to Effectively Use Performance Management to Avoid Retaliation Claims," Duane Morris Institute (DMi), Philadelphia, October 11, 2017
- Speaker, "Pregnancy, ADA, and Religious Accommodations," Duane Morris Institute (DMi), Philadelphia, October 11, 2017
- Speaker, Webinar: "Stop FMLA Intermittent Leave Abuse Now!," Business 21 Publishing, September 28, 2017
- Speaker, Webinar: "How to Terminate Poor Performers and Insubordinates without Provoking a Lawsuit," Business 21 Publishing, August 23, 2017
- Speaker, "Title VII Discrimination and Retaliation Claims," HR Workshop, Delaware Valley Insurance Trust, May 24, 2017
- Speaker, Webinar: "Paperless HR: How to Stay Compliant in the Cloud," Business 21 Publishing, May 17, 2017
- Speaker, Duane Morris' Developments in Workplace Law and Practice, Philadelphia, May 3, 2017
- Speaker, Webinar: "How to Terminate Poor Performers and Insubordinates without Provoking a Lawsuit," Business 21 Publishing, April 27, 2017

- Speaker, "Managing the Unexpected - Intermittent FMLA Leaves and Beyond" and "Pregnancy, ADA, and Religious Accommodations," Duane Morris Institute (DMi), Philadelphia, April 19, 2017
- Co-presenter, "Diversity and Inclusion - Both the "Right" Thing to Do and a Competitive Imperative in the Workplace," Duane Morris Institute (DMi), April 18, 2017
- Speaker, Webinar: "Stop FMLA Intermittent Leave Abuse Now!," Business 21 Publishing, March 30, 2017
- Speaker, Webinar: "New Rules for Medical Marijuana in the Workplace," Business 21 Publishing, March 28, 2017
- Speaker, Webinar: "When FMLA Leave Ends: Handling Tricky Return-to-Work Issues," Business 21 Publishing, February 16, 2017
- Panelist, "Building a Team (HR, Compensation & more)," Dreamit Webinar, December 7, 2016
- Speaker, "New Rules for Medical Marijuana in the Workplace," Business 21 Publishing, November 16, 2016
- Speaker, "The FLSA and Higher Education: Understanding the Impact of the Final Rule," Pennsylvania Bar Institute Higher Education Conference, November 10, 2016
- Speaker, "HR in the Cloud," Business 21 Publishing, Webinar, November 3, 2016
- Speaker, "The Updated FLSA White Collar Exemptions Its Not Just About the Money: How to Prepare for, Implement and Communicate the Changes," Lehigh Valley SHRM Conference, October 4, 2016
- Speaker, "Discrimination Claims: The Old and the New," Pennsylvania Chamber of Commerce's HR Roundtable: Practical Strategies to Protect Your Company from Discrimination, Harassment and Retaliation Claims, Harrisburg, Pennsylvania, September 23, 2016
- Speaker, Webinar: "How to Terminate Poor Performers and Insubordinates without Provoking a Lawsuit," Business 21 Publishing, August 11, 2016
- Speaker, Webinar: "Navigating the Final Rule on Overtime Exemptions," The Hospital and Healthcare Association of Pennsylvania Education Event, July 7, 2016
- Speaker, Webinar: "HR in the Cloud," Business 21 Publishing, June 14, 2016
- Co-Speaker, Webinar: "New Rules for the FLSA's White Collar Exemptions," Duane Morris Institute, June 2, 2016
- Speaker, "Diversity and Inclusion," Duane Morris' Developments in Workplace Law and Practice 2016, Philadelphia, May 11, 2016
- Speaker, "ADA and FMLA Highlights of Recent Changes," Pennsylvania Chamber of Commerce's 2016 Spring Human Resources Conference, Hershey, Pennsylvania, March 23, 2016
- Speaker, "FMLA Update, the Era of Compliance," The Pennsylvania Chamber of Business and Industry, 2015 Annual Human Resources Conference, Hershey, Pennsylvania, December 2, 2015
- Speaker, Webinar: "Stop FMLA Intermittent Leave Abuse Now!," Business 21 Publishing, August 4, 2015
- Speaker, Webinar: "FLSA Minimum Wage and Overtime: Understanding USDOL's Proposed Revisions," The Hospital and Healthcare Association of Pennsylvania Education Event, July 29, 2015



- Speaker, Webinar: "New Rules for Medical Marijuana in the Workplace," Business 21 Publishing, July 28, 2015
- Speaker, "What Employers Need to Know," ADA and FMLA, July 22, 2015
- Speaker, Duane Morris' Developments in Workplace Law and Practice 2015, Philadelphia, May 14, 2015
- Speaker, Webinar: "How to Terminate Poor Performers and Insubordinates without Provoking a Lawsuit," Business 21 Publishing, April 22, 2015
- Speaker, Webinar: "When FMLA Leave Ends: Handling Tricky Return-to-Work Issues," Business 21 Publishing, February 25, 2015
- Speaker, Webinar: "FMLA Intermittent Leave: New Tools to Combat Abuse," Business 21 Publishing, December 17, 2014
- Speaker, "Overview of Recent and Proposed FLSA Rules; Areas that Employers Need to Monitor for Compliance," The Pennsylvania Chamber of Business and Industry, 2014 Annual Human Resources Conference, Hershey, Pennsylvania, December 2, 2014
- Speaker, Webinar: "Fire without Fear: Reduce the Risk of Getting Sued," Business 21 Publishing, November 18, 2014
- Speaker, Webinar: "FMLA Intermittent Leave: New Tools to Combat Abuse," Business 21 Publishing, September 25, 2014
- Speaker, "Developments in Workplace Law and Practice," Duane Morris' Developments in Workplace Law and Practice 2014, Philadelphia, May 8, 2014
- Speaker, "Strategies for Attacking Attendance Control Issues," The Pennsylvania Chamber of Business and Industry, 2012 Annual Human Resources Conference, Hershey, Pennsylvania, November 26, 2012
- Speaker, "Meeting Your Duty Under USERRA — An Employer's Obligation," SHRM Lehigh Valley October, 2012 Conference, Bethlehem, Pennsylvania, October 15, 2012
- Speaker, "Accommodating the Disabled Individual — post ADA Amendments Act," SHRM Lehigh Valley October, 2012 Conference, Bethlehem, Pennsylvania, October 15, 2012
- Speaker, Webinar: "How to Terminate Insubordinates and Poor Performers Without Provoking a Lawsuit," Business 21 Publishing, August 28, 2012
- Speaker, Webinar: "Faculty Background Checks: Bulletproof Your Policies & Avoid Liability," Higher Ed Hero, Division of Progressive Business Conferences, August 23, 2012
- Speaker, Webinar: "FMLA Intermittent Leave: New Tools to Combat Abuse," Business 21 Publishing, August 7, 2012
- Speaker, "Controlling Employee Use of Web 2.0," Contending with Social Media in the Workplace, Pennsylvania Bar Institute, August 20, 2012
- Speaker, "I Saw Your Blog – You're Fired," Contending with Social Media in the Workplace, Pennsylvania Bar Institute, August 20, 2012
- Speaker, "Navigating the Executive Branch – Employment Law," Penn Law Pre-College Summer Law Program, University of Pennsylvania Law School, July 23, 2012
- Speaker, Webinar: "ADA Amendments Act: Latest Court Developments — Avoiding and Defending Against Claims Under the Expanded Definition of Disability," Strafford Business Publications, Inc., June 26, 2012

- Speaker, "Making Accommodations for Students with Learning Differences—ADA: The Legal Mandates to Accommodate," Course: *Best Practices in Teaching and Learning*, College of Graduate Studies, Immaculata University, June 5, 2012
- Speaker, "ADAAA and GINA Executive Update," The Pennsylvania Chamber of Business and Industry, 2011 Annual Human Resources Conference, Hershey, Pennsylvania, November 29, 2011
- Speaker, "Complying with the FLSA: Exempt vs. Non-Exempt Classification Issues," National Constitution Center Webinar, November 9, 2011
- Speaker, "Crafting Social Media Policies," Smart Business/PNC Bank Business Webinars, October 19, 2011
- Speaker, "ADA Amendments Act," Medical Office Managers Society of South Jersey, October 5, 2011
- Speaker, "The ADA Amendments Act," Pennsylvania Business Leadership Network (Webinar), September 13, 2011
- Speaker, Seminar: "Leaves of Absence – What Managers Need to Know," New Jersey Utilities Association, Customer Service Committee Meeting, May 18, 2011
- Speaker, Webinar: "EEOC Final Regs Under the ADA Amendments Act," Strafford Publications, Inc. May 17, 2011
- Speaker, "Social Media: Dancing on the Edge of a Volcano," Human Resources Association of Southern New Jersey, February 17, 2011
- Speaker, "Harassment Prevention," Medical Office Managers Society of South Jersey, November 3, 2010
- Speaker, "Documenting Discipline," Medical Office Managers Society of South Jersey, September 8, 2010
- Speaker, "The Dos and Don'ts of Interviewing," Pennsylvania Business Leadership Network (Webinar), August 10, 2010
- Speaker, Webinar: "Wage and Hour Claims in Telecommuting and Alternative Work Arrangements - Avoiding, Defending and Settling FLSA and State Law Disputes," Strafford Publications, Inc. May 25, 2010
- Speaker, "Recent Developments in Disability and Leave Matters," Duane Morris' Developments in Workplace Law and Practice 2010, Philadelphia, April 29, 2010
- Speaker, "FMLA Update," Pennsylvania Bar Association, Employment Law Institute, April 2010
- Speaker, "The Family and Medical Leave Act: One Year After the Regs," Pennsylvania Bar Institute, December 1, 2009
- Speaker, "Issues in Labor and Employment in Obama's First Year," Pennsylvania Bar Institute and the Labor & Employment Law Committee of the Philadelphia Bar Association, November 12, 2009
- Speaker, "Legal Update – EFCA, FMLA, ADA and Wage and Hour," CUPA-HR – Eastern PA Chapter, April 2009