

Rick Grimaldi is the author of the upcoming book *Age Appropriate: How to Leverage a Multigenerational Workforce and Win the Market* as well as his earlier title, *Flex: A Leader's Guide to Staying Nimble and Mastering Transformative Change in the American Workplace*. A labor relations lawyer and partner with the national labor and employment law firm Fisher Phillips, Rick has decades of experience working in and with companies both large and small. He has served employers and employees in Pennsylvania as deputy general counsel to Governor Tom Ridge and chief counsel of the Pennsylvania Department of Labor and Industry; worked as a human resources professional; and has spent years in private practice partnering with companies to help them adapt to the ever-changing business environment, achieve their workplace goals, and become better employers that are ultimately rewarded by the market. Rick is an internationally recognized writer and speaker.

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