

EDDIE MARY DANIEL ABDULHAQQ

Eddie (Eddi) Mary Daniel Abdulhaqq is the Program Analyst and Small Business Liaison for the Birmingham District of the U.S. Equal Employment Opportunity Commission (EEOC) and is responsible for the district's outreach, education, training, and technical assistance program. Eddi has served the agency in both supervisory and non-supervisory positions since 1984. Prior to assuming her present position, Eddi was an enforcement supervisor/systemic coordinator.

Eddi received her Bachelor of Arts degree from Barnard College of Columbia University and Master of Professional Studies Degree from New York Theological Seminary. Eddi has completed additional courses and training in advanced investigative skills, systemic investigations, class case development and litigation, negotiation and mediation skills, management development, federal sector EEO, presentation techniques, and other professional and career development courses. Eddi coordinates the outreach, education, training and technical assistance efforts for the district which includes all of Alabama, Mississippi (except 17 northern counties), and the Florida Panhandle. Eddi conducts and customizes training, plans seminars, and makes presentations to private employers, state and local government entities, federal agencies, employee groups, professional associations, advocacy groups, and the general public about the EEOC, its mission and the laws it enforces. Eddi is the recipient of two Chair's Organizational Performance Awards (the highest honor conferred within the EEOC).

SHARON E. DEBBAGE ALEXANDER

Sharon E. Debbage Alexander is a Special Assistant to Chair Jacqueline Berrien of the U.S. Equal Employment Opportunity Commission. In this capacity, Sharon advises the Chair on a variety of enforcement, litigation, and policy development issues, with a particular focus on the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, Pregnancy Discrimination, discrimination against lesbian, gay, bisexual and transgender (LGBT) persons, and issues affecting veterans' employment. Sharon also coordinates EEOC's work with the interagency National Equal Pay Enforcement Task Force.

Prior to joining the Commission in 2008 to work for then-Commissioner Stuart Ishimaru, Sharon spent seven years advocating for the rights of LGBT persons with the Human Rights Campaign and Servicemembers Legal Defense Network. At the Human Rights Campaign, Sharon's work focused on employment discrimination, hate crimes, family law, and advocacy on behalf of LGBT veterans. At Servicemembers Legal Defense Network (SLDN), Sharon provided legal services to hundreds of soldiers, sailors, airmen, Marines and members of the U.S. Coast Guard impacted by "Don't Ask, Don't Tell," and helped lead SLDN's legislative and grassroots advocacy to repeal "Don't Ask, Don't Tell."

Sharon is a veteran of the United States Army, having served with the Southern European Task Force Infantry Brigade (Airborne) in Vicenza, Italy and the Third Infantry Division in Vilseck, Germany. She was commissioned as a second lieutenant in 1993 upon graduation *magna cum laude* from the University of Pittsburgh with a B.A. in

political science and anthropology. Sharon earned her J.D. and M.A. in anthropology from the University of Colorado in 2001.

BILL BERGER

Bill's practice emphasizes the representation of management and employers in labor and employment law matters, including both preventive counseling and litigation. Bill has been selected for inclusion in both Best Lawyers in America and Chambers USA as a management-side labor and employment attorney.

Representing clients before federal and state courts, administrative agencies, and in arbitration (both industrial-union and private employment), Bill has experience with wrongful discharge issues, equal employment opportunity issues, disability and religious accommodation issues, trade secret and non-compete issues, employment and separation agreements, and labor issues associated with entity acquisitions and affiliations. He handles wage and hour matters, traditional labor relations in unionized workplaces, matters related to union organizing campaigns, National Labor Relations Act issues, and occupational safety and health (OSHA) cases. In addition to his work at Brownstein, Bill writes a regular column, "Labor Law," for the *Denver Business Journal*. Bill is conversationally fluent in Japanese.

Prior to joining Brownstein, Bill was a shareholder at Stettner Miller, P.C. in Denver.

JACQUELINE A. BERRIEN

Jacqueline A. Berrien was sworn in as Chair of the U.S. Equal Employment Opportunity Commission (EEOC) on April 7, 2010. President Barack Obama nominated Berrien on July 16, 2009, to a term ending July 1, 2014. In announcing her nomination, the President said that Berrien "has spent her entire career fighting to give voice to underrepresented communities and protect our most basic rights." She received a recess appointment to the position on March, 27, 2010, and was confirmed by the Senate for her full term on December 22, 2010. Chair Berrien came to the EEOC from the NAACP Legal Defense and Educational Fund (LDF), where she served as Associate Director-Counsel for five and a half years. In that position, she reported directly to the organization's President and Director-Counsel and assisted with the direction and implementation of LDF's national legal advocacy and scholarship programs.

From 2001 to 2004, Berrien was a Program Officer in the Governance and Civil Society Unit of the Ford Foundation's Peace and Social Justice Program, where she administered more than \$13 million in grants to promote greater political participation by underrepresented groups and remove barriers to civic engagement. During her tenure with the Ford Foundation, Berrien also co-chaired the Funders' Committee for Civic Participation, a philanthropic affinity group affiliated with the Council on Foundations. Before joining the Ford Foundation, Berrien practiced civil rights law for more than 15 years. Between 1994 and 2001, she was an Assistant Counsel with

LDF, where she coordinated all of LDF's work in the area of voting rights and political participation and represented voters in proceedings before the U.S. Supreme Court and federal and state appellate and trial courts. Between 1987 and 1994, Berrien worked as an attorney with the Voting Rights Project of the Lawyers' Committee for Civil Rights in Washington, D.C., and with the National Legal Department and Women's Rights Project of the American Civil Liberties Union in New York. She began her legal career in 1986, working as a law clerk to the Honorable U.W. Clemon, the first African-American U.S. District Court Judge in Birmingham, Ala. She has published several articles on race and gender discrimination issues and was appointed to the adjunct faculty of New York Law School in 1995. Berrien also taught trial advocacy at Harvard and Fordham law schools.

Chair Berrien is a graduate of Harvard Law School, where she served as a General Editor of the Harvard Civil Rights-Civil Liberties Law Review. She received her Bachelor of Arts degree with High Honors in Government from Oberlin College and also completed a major in English. In her junior year at Oberlin she received the Harry S. Truman Scholarship in recognition of her leadership potential and commitment to a career in public service. She is a native of Washington, D.C. and has lived in Brooklyn, NY, with her husband, Peter M. Williams since 1987.

JOE BONTKE

Joe Bontke is the outreach manager and ombudsman for the Houston District office of U.S. Equal Employment Opportunity Commission. Joe has been in the field of Human Resources & Civil Rights for the past 27 years and has experience in employment law and adult education. With a Bachelor's in Philosophy and a Masters in Education, he has been a Human Resources Director, a Training Coordinator for the American Disabilities Act (ADA) Technical Assistance Center for Federal Region VI, was appointed as Assistant Professor at Baylor College of Medicine and recently has been named Chair of the Governors' Committee for People with Disabilities by Governor Rick Perry. Using his entertaining style, Joe has educated groups throughout the country and most recently, his work at the EEOC has enabled him to empower employers and employees with the understanding they need to work effectively at their jobs. Joe's philosophy of education is - that 90% is knowing where to find the information ... when you need it.

PAMELA COUKOS

Pamela Coukos joined the Office of Federal Contract Compliance Programs at the U.S. Department of Labor in 2011, where she leads OFCCP's Equal Pay Enforcement activities, including policy development, providing technical assistance and training for staff on pay discrimination investigations, and stakeholder outreach. She advises the Director of OFCCP on equal pay enforcement and provides strategic guidance on a range of enforcement and policy issues. OFCCP was established in 1965 by presidential Executive Order 11246. Over the years, OFCCP's authority has been expanded by the *Rehabilitation Act of 1973* and the *Vietnam Era Veterans'*

Readjustment Assistance Act of 1974. As amended, these three laws hold federal contractors and subcontractors to the fair and reasonable standard that they not discriminate in employment and that they take affirmative action to improve job opportunities for women, minorities, immigrants, people with disabilities and protected veterans.

Nearly twenty years ago, Pam began her legal career working on federal legislation and regulations addressing women's rights and violence against women as a staff attorney for the NOW Legal Defense and Education Fund (known today as Legal Momentum) and the Public Policy Director of the National Coalition Against Domestic Violence. From 1998 until she joined OFCCP in 2011, Pam has been affiliated with the law firm of Mehri & Skalet, PLLC, where she represented plaintiffs in employment discrimination class action cases. While at the firm, she served as a key member of the litigation and settlement team in *Ingram v. The Coca-Cola Company*. That case is noteworthy for its historic race discrimination class action settlement – both in terms of compensating class members and in its innovative injunctive relief. The settlement resulted in a court-appointed Task Force charged with reviewing and revamping all aspects of the company's pay and promotion practices over a five-year monitoring period. From 2009 to 2010 she served as the California State Training Director for Organizing for America, and been a periodic volunteer and staff member on the two Obama Presidential campaigns.

Pam brings to OFCCP a specific technical expertise on the use of data and social science research to assess discrimination in the workplace. In 2012 she completed her doctoral degree in the interdisciplinary Jurisprudence and Social Policy program at the University of California, Berkeley. Her dissertation applied quantitative and qualitative analysis to understand the effects of politics, law, and social movement activity on the development of sexual harassment law in the United States.

Pam is a native of Indianapolis, Indiana, and lives in Maryland with her husband and two children. She is a graduate of Harvard Law School and Brown University and a member of the Bar Associations of the District of Columbia and the State of New York.

MARTIN S. EBEL

Martin S. "Marty" Ebel is the Deputy Director of the Houston District Office of the EEOC, where he is responsible for the day-to-day operations of that office. Mr. Ebel has nearly twenty years of experience in the employment discrimination field. He has been a frequent trainer and lecturer on all aspects of employment discrimination. Before joining the EEOC, Ebel was General Counsel, and later, Commissioner of the Massachusetts Commission Against Discrimination (MCAD), where he ran the Commission's Springfield office, directed the agency's employment testing project, spearheaded a review and revision of the agency's regulations, and adjudicated employment discrimination cases. Before coming to Texas, Ebel was twice named a Massachusetts Super Lawyer.

Ebel is a 1994 graduate of Boston College Law School, where he was a member of the Jessup International Law Moot Court Team and was honored with the St. Thomas More Award—the Law School’s highest honor. Before moving to Houston in 2010, he was also a faculty member at Boston College Law School, where he taught Employment Discrimination.

JENNIFER H. ENGLAND

Jennifer H. England is a staff attorney in the Employment Law Services Department of Mountain States Employers Council. MSEC is a non-profit association of more than 3,000 employers in the Rocky Mountain region and beyond. MSEC provides advice, counsel, information, representation, training and education in all aspects of the employment relationship.

Jennifer has extensive experience advising corporate counsel, human resource professionals, managers, and supervisors concerning the complex legal issues in the employment relationship. She represents clients in US DOL audits, administrative proceedings before the Equal Employment Opportunity Commission, the Colorado Civil Rights Division and other state civil rights agencies, and the Colorado Division of Labor and Employment. She has designed and delivered materials for seminars on FLSA compliance, Legal Issues in Managing Employees (public and private sector), ADA, FMLA, and Managing the Ill and Injured Worker. She also speaks on these topics at community events and provides customized training for employers in a variety of areas including FLSA, Title VII, ADEA, ADA, FMLA, Social Media, and Managing the Ill or Injured Worker. These seminars cover a wide range of industries as well as a variety of participants including executives, managers, and hourly employees. Jennifer also develops a variety of publications for MSEC members to provide compliance guidance on numerous employment law topics.

Jennifer received her B.A. (English) and law degree from Creighton University in Omaha, Nebraska. Jennifer worked in private practice and for two public sector employers prior to joining the staff at Mountain States Employers Council. She is a member of the Colorado Bar Association and the Denver Bar Association.

KATRINA GRIDER

Texas Super Lawyer Katrina Grider is the Managing Attorney of Katrina Grider and Associates in Houston, Texas. She represents management in all aspects of labor relations and employment law and litigation. Practice before federal and state courts and agencies in cases involving equal employment opportunity, occupational health and safety, wrongful discharge, state law tort claims, collective bargaining and contract negotiations, arbitration, and other employment issues. Assist clients in developing personnel policies and procedures, counsel clients on administrative and judicial interpretations of various labor and employment laws, and advise clients on federal and state labor and employment compliance matters. Conduct management and personnel training seminars on various labor and employment related issues including, but not limited to, the FMLA, ADA, Title VII, FLSA, workers compensation, sexual and racial

harassment, as well as hiring, managing and terminating employees businesses and city and state governments in all aspects of labor relations and employment law and litigation. Ms. Grider is board certified in Labor and Employment Law by the Texas Board of Legal Specializations.

KATHERINE M. KIMPEL

Katherine M. Kimpel is the Managing Partner of the Washington, D.C. Office of Sanford Heisler, LLP, a national law firm with additional offices in New York and California. Ms. Kimpel received her law degree from Yale Law School in 2006. Ms. Kimpel also coordinates recruitment, hiring and training for the firm. Ms. Kimpel serves as Lead Counsel in numerous class action and individual gender discrimination matters. Ms. Kimpel routinely represents women at the highest levels in their fields, representing Senior HR executives, COO's, General Counsel and attorneys, and has been successful in negotiating exit packages and transitional plans that allow careers to proceed smoothly. Representative class matters on which Ms. Kimpel currently serves as Lead Counsel include *Barghout v. Bayer*, a class action on behalf of women in positions ranging from the field to senior strategy positions at Bayer Healthcare Corporation, and *Kassman et. al. v. KPMG*, a class action on behalf of Associates up through Managing Directors at the Big Four accounting firm. Both cases illustrate how firmly the glass ceiling is still in place across industries. Ms. Kimpel has helped usher nationwide class actions to successful settlement. For example, in *In re Novartis*, current and former Novartis Sales Representatives who were not paid overtime wages were the beneficiaries of a \$99 million settlement approved by Judge Crotty of the United States District Court for the Southern District of New York in May 2012. Ms. Kimpel continues to oversee the claims process through which class members receive their awards. Ms. Kimpel also continues to play the lead role in overseeing the implementation of the settlement terms in *Velez v. Novartis*. In that matter, Ms. Kimpel served as Lead Counsel representing approximately 6000 female employees in their gender and pregnancy discrimination claims. After a seven-week trial, the Firm secured the largest employment discrimination verdict (\$253 million) in United States history. The presiding federal judge described the case as having been "brilliantly tried." The Firm obtained a court-approved settlement of \$175 million on behalf of the class that the judge described as "extraordinary" and "one of a kind." The United Nations has recognized the Novartis case as among the top 10 cases in the world advancing women's rights, and is the only case from the United States so recognized by the UN.

Ms. Kimpel, along with a team of lawyers at Sanford Heisler and at Squire Sanders, is proud to represent Herman Wallace, Robert King Wilkerson and Albert Woodfox (known as "the Angola 3") in their civil suit challenging the constitutionality of being held in solitary confinement in the Louisiana State prison system since 1972. Their plight has been highlighted by national and international press and is a subject of an Amnesty International Report. The case is slated for trial in June 2014. Ms. Kimpel has won recognition for her legal achievements (including being named one of 5 employment lawyers who are Rising Stars in the field by *Law360*); authored the amicus brief on behalf of the U.S. Women's Chamber of Commerce in *Dukes v. Wal-Mart*, and is often

asked to write for national news outlets, legal publications and for women's organizations. Ms. Kimpel often speaks on gender discrimination and class litigation issues. For example, Ms. Kimpel has presented to the District Directors and Regional Attorneys at a National Equal Employment Opportunity Commission Training; the Equal Employment Opportunity Committee of the American Bar Association, the National Employment Lawyers Association, the Pennsylvania Bar Employment Law Institute, and on various panels organized and hosted by the Equal Employment Opportunity Commission, women's bar associations, and other women's groups. Ms. Kimpel regularly focuses on what employees can do to protect themselves from discrimination and on what employers can do to structure legal and equitable workplaces, drawing from her experience negotiating systemic reform packages for major national and international corporations.

Before joining Sanford Heisler in 2007, Ms. Kimpel served as Special Counsel to Senator Russell Feingold on the Senate Judiciary Committee, where she handled criminal justice and other civil rights issues for the Senator. Ms. Kimpel also worked for the Commission on Safety and Abuse for America's Prisons, and as a fourth grade teacher for D.C. Public Schools. During her time at Yale Law School, Ms. Kimpel served as the Chair of the Student Board for the Jerome N. Frank Legal Services Organization and as the Student Director for clinics (1) providing civil legal services to the Latino and immigrant community in Fair Haven and (2) representing students seeking improved financing for Connecticut public schools. Upon graduation, Ms. Kimpel was the recipient of the Stephen J. Massey Prize for best exemplifying the values of the Yale clinical program.

RODNEY KLEIN

Rodney Klein graduated from the University of Texas at San Antonio, and was hired by the U.S. Equal Employment Opportunity Commission as an Investigator in 1992. Mr. Klein investigated individual complaints of employment discrimination, along with large class and systemic cases. He worked as a liaison between the EEOC and various fair employment practice agencies. And, he was the San Antonio Office's Charge Receipt Supervisor, responsible for receiving and processing all incoming discrimination complaints. Currently, Mr. Klein is the Dallas District's Outreach and Training Manager. He speaks to audiences about employment related matters, the civil rights statutes, and EEOC procedures, and he is a featured speaker at his office's yearly training seminar for employers.

CHRISTOPHER J. KUCZYNSKI

Chris Kuczynski became Assistant Legal Counsel and Director of the ADA Policy Division (now the ADA/GINA Policy division) in February 1997. He supervises the development of regulations, policy guidance, and technical assistance publications on Title I of the Americans with Disabilities Act (ADA) and title II of the Genetic Information Nondiscrimination Act (GINA) and regularly advises EEOC field and headquarters offices, including the offices of the Chair and Commissioners, on complex ADA and GINA issues. His leadership was critical in the issuance of final regulations

implementing GINA (published in November 2010) and the ADA Amendments Act (published in March 2011). Chris has made hundreds of presentations on the ADA to diverse audiences, including human resources and EEO professionals, supervisors and managers in the public and private sectors, medical professionals, and plaintiff and defense counsel. He has been interviewed on the ADA and GINA by numerous media outlets including *The New York Times*, *USA Today*, *The Wall Street Journal*, and *The Washington Post*. He has done radio or television interviews for ABC News, the CBS Morning News, and MSNBC, and was a guest on C-SPAN's *Washington Journal on the occasion of the twentieth anniversary of the ADA*. From January to October 2003, Chris was a Special Assistant to former EEOC Chair Cari Dominguez, and from October 2003 through April 2004, he was Associate Director of the White House Domestic Policy Council. Chris was a trial attorney in the Disability Rights Section of the U.S. Department of Justice from July 1993 until February 1997, and was a litigation associate for three years with a major Philadelphia law firm.

He has a B.A. in English from Villanova University (from which he received the School of Liberal Arts and Sciences 2007 Alumni Medallion in 2007), a J.D. from Temple Law School, and an LL.M. from Yale Law School.

RONALD LEE

Ronald Lee is a trial attorney with the Office of Special Counsel for Immigration-Related Unfair Employment Practices in the Civil Rights Division of the United States Department of Justice. He investigates and prosecutes charges of discrimination brought under the antidiscrimination provision of the Immigration and Nationality Act, 8 U.S.C. § 1324b. Mr. Lee joined the Department of Justice in 2010. Prior to joining the Department, he worked in a major global law firm and at a national civil rights advocacy organization in Washington, DC

LILLY LEDBETTER:

Lilly Ledbetter had a story to tell. In fact you have already heard it. They've been telling it in Congress, in the Supreme Court, in corporate boardrooms, in newspapers and on televisions across the nation. It has been said, at least one book or movie is being considered to retell her story. In 1979, Ledbetter took a job at the Goodyear Tire & Rubber Company plant in Gadsden, Alabama. At the Beginning of her career there, despite being the only woman in her position, Ledbetter was given the same starting salary as her male colleagues. Over the next 19 years she not only gained new skills and experience in her supervisory role, she also helped train a number of new hires, all men. In 1996 she received a "Top Performer" award for her contribution to the company.

In March 1998, Ledbetter inquired into the possible sexual discrimination of the Goodyear Tire Company. In July she filed formal charges with the Equal Employment Opportunity commission. In November 1998, after early retirement, Ledbetter sued claiming pay discrimination under Title VII of the Civil Rights Act of 1964 and the Equal Pay Act of 1963. She started with the same pay but by retirement, she was earning \$3,727 per month compared to 15 men who earned from \$4,286. Per month (lowest

paid man) to \$5,236. Per month (highest paid man). The Supreme Court did not rule on whether this was discrimination, just the statute of limitations to sue.

Ledbetter v. Goodyear Tire & Rubber Co., 550 U.S. 618 (2007), is an employment discrimination decision of the Supreme Court of the United States. Justice Alito held for the five-justice majority that employers cannot be sued under Title VII of the Civil rights Act over race or gender pay discrimination if the claims are based on decisions made by the employer 180 days ago or more. The decision did not prevent plaintiffs from suing under other laws, like the Equal Pay Act, which has a three-year deadline for most sex discrimination claims or 42 U.S. C. 1981, which has a four-year deadline for suing over race discrimination.

This was a case of statutory rather than constitutional interpretation. The plaintiff in this case, Lilly Ledbetter, characterized her situation as one where “disparate pay is received during the statutory limitations period, but is the result of intentionally discriminatory, pay decisions that occurred outside the limitations period.”

In rejecting Ledbetter’s appeal, the Supreme court said that “she could have, and should have sued” when the pay decisions were made instead of waiting beyond the 180 -day statutory charging period. The court did leave open the possibility that a plaintiff could sue beyond the 180 day if she did not and could not, have discovered the discrimination earlier. The effect of the Court’s holding was reversed by the passage of the Lilly Ledbetter Fair Pay Act in 2009. President Obama signed the Lilly Ledbetter Fair Pay Act into law on January 29, 2009.

In May 2010 CUNY School of Law presented, Ms. Lilly Ledbetter an Honorary Doctor of Law degree.

On September 30, 2011 Ms. Ledbetter was inducted into the National Women’s Hall of Fame 2011. She was one of eleven American women who have made valuable and enduring contributions to the nation.

RONALD LEE

Ronald Lee is a trial attorney with the Office of Special Counsel for Immigration-Related Unfair Employment Practices in the Civil Rights Division of the United States Department of Justice. He investigates and prosecutes charges of discrimination brought under the antidiscrimination provision of the Immigration and Nationality Act, 8 U.S.C. § 1324b. He joined the Department of Justice in 2010.

Prior to joining the Department, Mr. Lee worked at the global law firm of Latham & Watkins as a member of the firm’s Litigation Department. He also has extensive civil rights advocacy experience leading the Immigration and Immigrant Rights Project at the Asian American Justice Center, a national civil rights advocacy organization. Earlier in his career, Mr. Lee served as law clerk to the Hon. Alan S. Gold in the U.S. District Court for the Southern District of Florida.

DAVID LOPEZ

David Lopez was sworn in as General Counsel of the U.S. Equal Employment Opportunity Commission (EEOC) on April 8, 2010. He was nominated by President Barack Obama on October 22, 2009 to a four year term. He initially served in the position on a recess appointment and was confirmed by the Senate to his full term on December 22, 2010. Mr. Lopez is the first EEOC field trial attorney to be appointed as General Counsel. As General Counsel, Mr. Lopez oversees the Commission's federal court litigation conducted by the 15 EEOC district offices on behalf of victims of employment discrimination, as well as the defensive internal litigation on behalf of the agency. During his tenure, General Counsel Lopez has devoted significant time to developing a formidable systemic program nationwide, ensuring vigorous enforcement of the newly enacted Amendments to the Americans with Disabilities Act, and building a strong trial program. In addition, General Counsel Lopez served as Co-Chair of the committee charged with developing the Commission's Strategic Enforcement Plan which establishes the Commission's priorities for the years 2013-2016 and he is the Chair of the Commission's Immigrant Worker Team, which is tasked with identifying ways to strengthen EEOC's enforcement and outreach on the cross-cutting issues affecting workers of foreign national origin or perceived to be of foreign national origin, including issues of human trafficking. He has also done extensive speaking and outreach to bar associations, educational institutions, and community based groups.

General Counsel Lopez has served in the Commission in various capacities for the past 20 years. Before his appointment as General Counsel, he was a Supervisory Trial Attorney in the Phoenix District Office, where he oversaw the litigation of a team of trial attorneys and successfully prosecuted several systemic and individual cases obtaining significant jury verdicts against Alamo Rent-a-Car (CV 02-1908-PHX-ROS, the first post-9/11 backlash religious accommodation case brought by the EEOC), Go Daddy (CV 04-2062-PHX-DGC, a national origin, religion, and retaliation case), and AutoZone (CV 06-926-PHX-SMM, an egregious sexual harassment case), to name a few. He joined the Phoenix District Office as a Senior Trial Attorney in 1998, fulfilling a long-held dream to practice civil rights law in his beloved hometown.

When General Counsel Lopez initially joined the Commission in 1996, he served as Special Assistant to then-Chairman Gilbert F. Casellas in Washington, D.C. In this capacity, he advised Chairman Casellas on policy and litigation matters and helped develop the agency's strategic plan for development of pattern or practice cases. He also represented the EEOC in an inter-agency working group commissioned by the Clinton White House to monitor potentially discriminatory immigration legislation. In addition, as Special Assistant, he oversaw the development and coordinated the implementation of the Commission's National Enforcement Plan, which, among other things, delegated the commencement of litigation authority to the General Counsel, with some exceptions. This delegation remains in effect today.

Immediately prior to joining the Commission, General Counsel Lopez was a Senior Trial Attorney with the Civil Rights Division, Employment Litigation Division, of the U.S. Department of Justice in Washington, D.C. between 1991 and 1994. In this capacity, he litigated employment discrimination cases against state and local governments in numerous jurisdictions throughout the country. Between 1988 and

1991, General Counsel Lopez was an Associate with Spiegel and McDiarmid in Washington, D.C., where he practiced anti-trust and administrative litigation. General Counsel Lopez graduated from Harvard Law School in 1988 and graduated magna cum laude from Arizona State University in 1985, with a B.S. in Political Science. In 2011, Hispanic Business named Mr. Lopez to its list of 100 Influentials in the Hispanic community.

He has been married for 22 years to Maria Leyva and they have three sons.

WILL LUCERO

Will Lucero is a Certified Human Resource Professional (PHR) with over 30 years of proven management, training, and Human Resource experience. He is a member of the Society for Human Resource Management and the Colorado Human Resource Association. Will dedicated 29 years to Albertsons, starting with the company while attending high school and continuing on after college. The majority of Will's career with Albertsons was spent in management, specifically 13 years as Store Director. Will was Division Trainer for the Career Advancement Program (CAP), and Mentor for the Accelerated Management Program. A high point in Will's career with Albertsons was the five years his store was the designated "flagship" store, which allowed him to work closely with merchandising teams and with executives from many different companies. Since leaving Albertsons in 2007, Will served as Director of Training for a company which provided service to large distribution centers across the country. More recently, Will served as Area Manager for Sears Home Improvement Products - Marketing Division. Will was responsible for marketing operations, full cycle on-boarding, training, and Human Resource functions in six states between Iowa and California. During this time, Will achieved the highest distinctions, such as "Most Productive Area Manager in the Western US; the Best in Class Area Manager in turnover, profit, and productivity in the Western US; and consistently in the top three (3) Best Area Managers in the US.

Recently, Will has been consulting and recruiting for companies in the call center, manufacturing, insurance, and chemical production industries for the past five (5) years, and enjoys working with all industries. Will presented at the World Alliance for Retail Excellence conference in Scottsdale, AZ, discussing the Changing Demographic of the Labor Force. Will has also been selected to present at the 2013 EEOC Excel Conference, on the subject "Management - is it style, or is it harassment". In 2011, Will partnered with Jeni Betts to create Proactive Human Resource Services, LLC (PHRS). PHRS is a full service Human Resource consultancy, specializing in recruitment, training, and EEOC compliance. PHRS' approach is to provide proactive solutions to real world scenarios.

EMILY MARTIN

Emily Martin is Vice President and General Counsel at the National Women's Law Center, where she undertakes cross-cutting projects addressing women's health, economic security, and education and employment opportunities. She also provides in-

house legal advice and representation to the Center. Prior to joining the Center, Ms. Martin served as Deputy Director of the Women's Rights Project at the American Civil Liberties Union, where she spearheaded litigation, policy, and public education initiatives to advance the rights of women and girls, with a particular emphasis on the needs of low-income women and women of color. She also served as a law clerk for Senior Judge Wilfred Feinberg of the U.S. Court of Appeals for the Second Circuit and Judge T.S. Ellis, III, of the Eastern District of Virginia and previously worked for the Center as a recipient of the Georgetown Women's Law and Public Policy Fellowship. She has served as Vice President and President of the Fair Housing Justice Center, a non-profit organization in New York City. She is a graduate of the University of Virginia and Yale Law School.

PEGGY R. MASTROIANNI

Peggy R. Mastroianni is Legal Counsel at the Equal Employment Opportunity Commission (EEOC). She is responsible for developing Commission guidance under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Equal Pay Act, the Americans with Disabilities Act (ADA), and the Genetic Information Nondiscrimination Act (GINA), and for providing legal advice for the Commission on a wide range of substantive issues and administrative matters. Ms. Mastroianni directed the development of EEOC's Enforcement Guidance on the Consideration of Arrest and Conviction Records in Employment Decisions (April 2012), as well as its Final Regulations on Reasonable Factors Other than Age Under the ADEA (March 2012), on the ADA Amendments Act (March 2011), and on Title II of the Genetic Information Nondiscrimination Act (November 2010). Under Ms. Mastroianni's direction, the Office of Legal Counsel has also developed policy documents addressing Religious Discrimination, Unlawful Disparate Treatment of Persons with Caregiving Responsibilities, Race and Color Discrimination, National Origin Discrimination, and a wide range of topics under the ADA. Ms. Mastroianni graduated from Cornell University, Harvard University Graduate School of Education, and the Fordham University Law School. She was elected a fellow of the College of Labor and Employment Lawyers in 2003; she received the Mary C. Lawton Award for Outstanding Government Service from the ABA Section of Administrative Law and Regulatory Practice in 2008; and, in 2009, she was named Federal Labor and Employment Attorney of the Year by the ABA's Section of Labor and Employment Law.

PATRICIA MCMAHON

Ms. Patricia McMahon serves as the Program Manager-Outreach & Technical Assistance for the United States Equal Employment Opportunity Commission (EEOC)-Denver Field Office. Ms. McMahon serves as speaker, presenter, and panelist concerning technical aspects of the Commission's policies and procedures. She oversees and coordinates message development, communications planning, media relations, and event planning. She also serves as the EEOC-Denver Field Office congressional liaison. Ms. McMahon speaks on topics of interest to government communities at numerous conferences and symposiums. Organizations requesting Ms.

McMahon include members of the Colorado Federal Executive Board, National Organization for Mexican American Rights, Federally Employed Women, University of Colorado-Boulder, Colorado County Attorney's Association, and the ADA National Network.

Ms. McMahon began her career with EEOC in 1989, immediately after graduating Metropolitan State University of Denver with a Bachelor of Science in Criminal Justice and Criminology. She was hired under the Outstanding Scholars Program. She is the author of two books. One is detective fiction and the other humor fiction.

DEBRA MOSER-FINNEY

Debra began her career with EEOC in January 1981 in the Little Rock Area Office. She worked in the Little Rock Area Office as an Investigator for 23 years. In that position she investigated individual complaints of employment discrimination, along with large class cases. In 1999, she was assigned to the position of Outreach Coordinator in Arkansas. In April 2004, she was promoted to the position of Outreach and Education Manager for the Memphis District.

As Outreach and Education Manager she is responsible for the Memphis District Office's Outreach & Education program in Arkansas, Tennessee and North Mississippi. Ms. Moser-Finney is a frequent speaker throughout the District about employment related matters, EEOC laws, guidance and procedures, and she is a featured speaker at many conferences and meetings. She also conducts a number of training sessions for employers, unions and other organizations in the Memphis District. In addition to her duties in the Memphis District, she is a frequent trainer on national training projects.

LUCILA G. ROSAS

Lucila (Lucy) G. Rosas is an Administrative Judge with the Denver Field Office of the U.S. Equal Employment Opportunity Commission. As an Administrative Judge, Ms. Rosas presides over federal sector employment discrimination complaints.

Ms. Rosas is currently on detail to the Office of the General Counsel of the EEOC and is the Lead Coordinator of the Immigrant Worker Team. The Immigrant Worker Team was established to develop and implement a comprehensive plan for the EEOC to address the intersection of national origin, race, gender, age, disability and/or religious discrimination issues affecting workers of foreign national origin, including issues related to human trafficking and immigrant workers.

Prior to becoming an Administrative Judge, Ms. Rosas was a Senior Trial Attorney with the legal units of both the Phoenix and the San Francisco District Offices where she litigated employment discrimination cases on behalf of the EEOC for over 10 years. During her tenure as a trial attorney, Ms. Rosas developed and litigated many cases on behalf of victims of discrimination, in particular farmworker women. The cases ranged in issues from egregious sexual harassment, national origin harassment, religious

discrimination and retaliation. Prior to joining the EEOC, Ms. Rosas was a Staff Attorney and Program Director with *Organizacion en California de Lideres Campesinas, Inc. (Lideres Campesinas)*, a grassroots, statewide farmworker women's organization dedicated to empowering farmworker women and developing leadership skills. While at *Lideres*, she represented victims of domestic violence in their petitions to gain immigration status under the Violence Against Women Act (VAWA).

Ms. Rosas obtained her B.A. degree in History and Ethnic Studies from U.C. Berkeley in 1991 and her J.D. from UCLA School of Law in 1995. Ms. Rosas resides in Denver, Colorado. She is married and has three daughters.

LAFE E. SOLOMON

Lafe Solomon, a career NLRB attorney, was named Acting General Counsel by President Obama as of June 21, 2010. The Agency's top investigative and prosecutorial position, the General Counsel has supervisory authority over all Regional Offices and guides policy on issuing complaints, seeking injunctions, and enforcing the Board's decisions.

Mr. Solomon began his Agency career as a field examiner in Seattle in 1972. After taking a break to pursue a law degree, he returned as an attorney in the Office of Appeals. He transferred to the Appellate Court Branch in 1979. Two years later, he left the General Counsel side of the Agency to join the staff of former Board Member Don Zimmerman. He went on to work for another nine Board Members, including Donald Dotson, Robert Hunter, John Higgins, James Stephens, Mary Cracraft, John Raudabaugh, William Gould, Sarah Fox and Wilma Liebman.

A native of Helena, Arkansas, Mr. Solomon received a B.A. degree in Economics from Brown University in 1970 and a J.D. from Tulane University in 1976.

MARY M. TIERNAN

Mary M. Tiernan has been employed with the U.S. Equal Employment Opportunity Commission since 1991. Since September 2007, she has served as the Program Analyst for the EEOC's Philadelphia District Office and manages the Philadelphia District Office's outreach and public affairs program. She provides training and technical assistance to employers and employees within the district. From 1991 through August 2007, she served as an EEOC Trial Attorney and Senior Trial Attorney, and litigated class action discrimination cases, and numerous individual cases, under Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Age Discrimination in Employment Act and the Equal Pay Act. Prior to working for the Commission, Ms. Tiernan had a legal clerkship with the Honorable Angelo A. Guarino, of the Court of Common Pleas in Philadelphia, Pennsylvania. Ms. Tiernan graduated from Villanova University School of Law.

KRISTA WATSON

Krista Watson serves as the Program Analyst for the Phoenix District Office of the U.S. Equal Employment Opportunity Commission (EEOC). Before serving in this position, she was an Investigator and the Charge Receipt Supervisor. Prior to joining the Commission, twenty years ago, Ms. Watson worked for the Department of Justice. She received her M.A. and B.A. from Western Illinois University.