

### **STEPHANI ABRAMSON**

Stephani Abramson has served as Counsel for Procurement and Employment Law with the Office of General Counsel of the National Archives and Records Administration since September 2009. Prior to that, beginning in August 2002, Ms. Abramson served as Assistant General Counsel with the National Archives and Records Administration. At NARA, Stephani has successfully represented the Agency in a wide variety of employment, personnel, and procurement litigation before the EEOC, MSPB, and GAO, respectively, and is also frequently called upon to assist DOJ in federal court litigation. Stephani is a member of the Federal Employment Law interagency group, as well as a, DOJ-led Federal E-discovery Working Group of attorneys concentrating on application of the federal rules of civil procedure to agency administrative processes. Prior to joining NARA, Stephani was in private practice at a small law firm with a focus on employment litigation. Stephani holds degrees from Valparaiso University School of Law and Gustavus Adolphus College.

### **KRISTIN D. ALDEN**

Kristin D. Alden has been an employment and labor attorney for over twenty years with a concentration in federal sector employment matters. Ms. Alden manages the Alden Law Group, PLLC, a boutique firm of six (6) attorneys representing primarily federal employees, federal agencies, and federal unions.

Ms. Alden and her colleagues typically appear before the Merit Systems Protection Board (MSPB), the Equal Employment Opportunity Commission (EEOC), the Office of the Special Counsel (OSC), the Federal Labor Relations Board (FLRA), and the U.S. Court of Appeals for the Federal Circuit. ALG's practice focuses on discrimination claims, Chapter 75 actions (adverse actions, discipline), Chapter 43 actions (performance), whistleblower reprisal, and suspension/revocation of security clearances. Ms. Alden has been a frequent speaker, lecturer and moderator with the DC Bar, the National Employment Lawyers Association (NELA), the Metropolitan Washington Employment Lawyers Association (MWELA), and the Equal Employment Opportunity Commission's Training Institute. Ms. Alden and ALG have been recognized by Washingtonian Top 100 Lawyers, Super Lawyers, U.S. News & World Report/Best Lawyers, and U.S. News & World Report/Best Law Firm.

### **KATHLEEN ARAM**

Ms. Aram developed an expertise in the Federal Sector Equal Employment area by working in an assortment of key positions, primarily with the Equal Employment Opportunity Commission. She began her federal civil service career working on appellate cases, then was assigned as an Administrative Judge, Washington Field Office, where she later was promoted to the position of Supervisory Administrative Judge. Her long career with the EEOC includes being a Special Assistant to the Chairman, a senior Appellate Review Attorney, an attorney advisor in external litigation in the Office of General Counsel, and before her retirement, "Hearings Coordinator" with the Office of Field Programs. Ms. Aram's civil service career was not limited to just working with the EEOC. She worked as a Special Assistant United States Attorney for

the US Attorney's Office for the District of Columbia; as agency personnel defense counsel for the Department of Commerce; and oversaw complaints processing as an attorney advisor at the Smithsonian Institution's Office of Equal Employment and Minority Affairs. In retirement, Ms. Aram spends most of her time as legal advisor, chauffeur, go-fer and cook for her daughter and husband. On days off, she investigates EEO complaints for private contractors, mediates EEO complaints, presents trainings for the EEOC, writes final agency actions for another agency, and lends her services to other lawyers.

Ms. Aram received her bachelor's degree from Russell Sage College and her law degree from George Mason University. Ms. Aram is admitted to practice in the District of Columbia.

### **JERRY BEAT**

Jerry Beat is the Director of the Office of Equal Employment Opportunity at the US Merit Systems Protection Board in Washington, DC. The Merit Systems Protection Board is an independent, quasi-judicial agency that protects the Federal merit systems and the rights of individuals within those systems. MSPB carries out its statutory responsibilities and authorities primarily by adjudicating individual employee appeals and by conducting merit systems studies.

Jerry has worked in the field of Equal Employment Opportunity at several different agencies, including the National Oceanic and Atmospheric Administration, the Internal Revenue Service, the Food and Drug Administration, the Department of Transportation and the Department of Commerce.

Between 2002- 2003, Jerry served as the Executive Director of the Society for Advancement of Chicanos and Native Americans in Science (SACNAS), a national non-profit based in Santa Cruz, CA. SACNAS' mission is to encourage Latinos and Native Americans to pursue advanced degrees in mathematics, science and engineering.

Jerry is a graduate of the University of Pittsburgh, and enjoys teaching English as a Second Language and Citizenship in Maryland's Latino community in his free time.

### **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.

### **TIMOTHY C. BLADEK**

Mr. Bladek is an Attorney Advisor in EEOC's Office of Federal Operations (OFO), where he has served the Commission since 1999. An experienced presenter of a wide range of substantive areas of EEO law and practice, Mr. Bladek is currently the Outreach Coordinator for OFO's Federal Training and Outreach Division. In addition to his current assignment, he has served in a number of other OFO positions, including Attorney Advisor to the Director of Federal Sector Programs, Coordinator of OFO's "Relationship Management" program, writing attorney in OFO's Appellate Review Program, and as a member and Acting Coordinator of OFO's Disability Taskforce. Prior to his work at the Commission, Mr. Bladek was an attorney at the Merit Systems Protection Board and in private practice, and received his J.D. from Georgetown University Law Center. Mr. Bladek is a member of the Bar in the District of Columbia and the State of Maryland.

## **MELISSA BRAND**

Melissa Brand began working with the Equal Employment Opportunity Commission in 2007 after she was hired through the Commission's Honor Attorney Program. Melissa currently works in the Agency's Office of Federal Operations in Washington, DC, as an Appellate Review Attorney. In this position, Melissa has written over 1000 decisions on behalf of the Commission for appeals from federal employees' claims of employment discrimination under Title VII, the Rehabilitation Act, the Age Discrimination in Employment Act, the Equal Pay Act, and GINA. Melissa frequently provides trainings and presentations to federal Agencies on anti-discrimination laws.

Melissa has also worked as an EEOC Administrative Judge in the Agency's Washington Field Office, where she presided over hearings and adjudicated complaints of discrimination at the hearing stage from employees of the federal government.

Melissa is currently a member of an OFO workgroup that is tasked with analyzing issues affecting LGBT federal employees in the workplace and identifying recommendations on how to overcome those issues. Melissa has worked on similar workgroups and co-authored published reports for African Americans and Women in the federal workplace.

Melissa is the President of EEOC Pride, which is the EEOC's LGBT employee group for LGBT employees, friends and allies. Melissa received her Bachelor of Arts (BA) degree in political science from Fairleigh Dickinson University in Madison, New Jersey, in 2003, and her Juris Doctorate (JD) degree from the University of Denver Sturm College of Law in 2007.

## **TERRIE BRODIE**

Terrie Brodie began her Federal career as an attorney with the Department of the Navy, Military Sealift Command, representing the Department of the Navy in cases before the EEOC and MSPB. She then served as an Administrative Judge with EEOC's San Francisco District Office from 1993 through 2008, assuming the Chief Administrative Judge position in 2009. She graduated from the University of California, Davis, and holds a J.D. from Golden Gate University School of Law.

## **PETER BROIDA**

Mr. Broida is a specialist in federal employment law and litigation. A 1973 graduate of New York University Law School, he maintains his law office in Arlington, Virginia. He represents employees before the Federal Circuit, and he provides counsel and representation to employees, unions, and federal agencies before the MSPB, arbitrators, EEOC, and FLRA. Prior to becoming involved in federal sector employment litigation, Mr. Broida worked with law firms in Pennsylvania representing management in private sector labor relations. He then joined the American Federation of Government Employees in Washington as a staff attorney, and became Assistant General Counsel for Litigation. He returned to private practice in 1980, specializing in federal sector

employment, labor, and civil rights law. Mr. Broida is the author of annually-updated texts, "A Guide to Merit Systems Protection Board Law and Practice" and "A Guide to Federal Labor Relations Authority Law and Practice." When time permits, Mr. Broida teaches courses on civil service law and labor arbitration. With the time remaining after adjustments for writing, law practice, and teaching, Mr. Broida does some motorboating, operates a ham radio station, takes and prints enough photographs to fill a gallery, oils his way around the floor in ballroom dancing with his patient wife, and attempts to play the piano.

### **DEXTER R. BROOKS**

Dexter R. Brooks, a member of the Senior Executive Service, is the Director of Federal Sector Programs within the Office of Federal Operations, United States Equal Employment Opportunity Commission, Washington, D.C. Federal Sector Programs has a unique role in assisting federal administrative agencies in the development of strategies designed to prevent discrimination, so that federal employees compete on a fair and level playing field. .

Prior to this assignment, Mr. Brooks served as the Federal Training and Outreach Coordinator and Attorney Advisor within Federal Sector Programs. Mr. Brooks was responsible for establishing EEOC's Federal Sector Training Institute which provides a variety of fee-based courses to the federal sector EEO community. He also served as primary contact to the Commission's federal sector stakeholders providing hundreds of outreach sessions throughout the country.

Mr. Brooks' EEOC career began in 1998, as a staff attorney in the Office of Federal Operation's Appellate Review Program. Before joining the EEOC, Mr. Brooks served as an Attorney Advisor for the United States Department of Labor in its Office of Administrative Law Judges. Mr. Brooks received his Juris Doctor from Howard University, and his Bachelor of Science in Business Administration from North Carolina A&T State University.

### **CYNTHIA DAVIS BURROWS**

Cynthia Davis Burrows has been the Equal Employment Opportunity Manager for the U.S. Environmental Protection Agency (EPA) Region III, Philadelphia Office since 1996. She is an active member of the Philadelphia Federal Executive Board's Partners in Equality Council. Prior to becoming EEO Manager, while working in various capacities at EPA, she was a collateral duty EEO Counselor. Cynthia is an EEOC Administrative Settlement Envoy, a trained Mediator and Facilitator. She brings years of experience to the civil rights community and is often turned to by her internal and external colleagues for advice. Cynthia holds a Master of Education Degree (Instructional Systems Design) from Pennsylvania State University and a B.A. in Sociology from Howard University.

## **MADELINE CALIENDO**

Madeline Caliendo was appointed as GSA's Associate Administrator for the Office of Civil Rights in December 2000.

Madeline administers three civil rights programs at GSA:

1. GSA's Equal Employment Opportunity Program, which ensures equal employment opportunity for all GSA employees and applicants for employment on the basis of sex, race, color, national origin, religion, disability, age (40 and over), genetic information, and retaliation for engaging or participating in protected EEO activity;
2. GSA's Nondiscrimination in Federal Financial Assistance Program, which ensures nondiscrimination on the basis of race, color, sex, age (40 and over), national origin, and disability by recipients of GSA's Federal Financial Assistance; and
3. The Nondiscrimination in Federally Conducted Program, which ensures that GSA's programs and activities that interface with the public are accessible to people with disabilities and who are limited English proficient.

Madeline also leads GSA's Environmental Justice Strategy working group.

Environmental justice is defined as, "the fair treatment and meaningful involvement of all people regardless of race, color, sex, national origin, or income with respect to the development, implementation and enforcement of environmental laws, regulations, and policies."

Madeline is a lawyer and is licensed to practice law in New York and the District of Columbia. Madeline lives and works in Washington, DC.

## **GRACE CARTER**

Grace Carter became an Administrative Judge for the Board on October 15, 2007. Grace began her Federal service in April 2001 when she was employed as an Assistant Regional Counsel with the Office of General Counsel, Region IX, Social Security Administration. Much of her professional career, from 1986 – 2001, was spent in private practice in Denver, Colorado. She began her career as an analyst in the Law and Education Center, Education Commission of the States in Denver.

Grace graduated from the University of Virginia with an undergraduate degree in Government and Foreign Affairs in 1978; and from the law school in 1981. She is licensed to practice law in Colorado. She and her husband, Ronald Carter, have a blended family consisting of 5 children, and 3 grandchildren. In her "spare" time, Grace is involved in several activities within her church, and participates regularly in a local running group.

## **JOEL CAVICCHIA**

Joel Cavicchia has worked at the EEOC's Office of Federal Operations for approximately 22 years. During the entire period, he has worked in the Office of Federal Operations' Appellate Review Programs. He has been a supervisory attorney for approximately 15 years. Before working at the EEOC, he served as Chief of Staff/Legal Counsel to Congressman Joseph P. Kolter.

## **CATHERINE CHEYSSIAL**

Catherine Cheyssial started her Federal service at Mare Island Naval Shipyard in Vallejo, California in 1984 in the EEO Office starting as a Clerk/Steno, GS-4. She then worked as an Administrative Assistant, EEO Counselor and Formal Complaints Manager. When Mare Island Naval Shipyard closed due to Base Realignment and Closure (BRAC), Ms. Cheyssial reassigned to Naval Air Station, North Island, San Diego, in the Human Resources Office as an EEO Counselor. She was promoted to the position of Formal Complaints Manager and Alternative Dispute Resolution Program Manager until February 1999.

Ms. Cheyssial left the Department of the Navy to work for the United States Customs Service, Department of Treasury from 1999 to 2003 as an EEO Program Manager, which then realigned into the Department of Homeland Security, Customs and Border Protection, after 9/11. She was then promoted to the position of Assistant Director of Field Operations (EEO), Northwest Region, and was also assigned as the Alternative Dispute Resolution Program Manager for Customs and Border Protection from 2003 to 2009. Ms. Cheyssial returned to the Department of the Navy as the ADR Program Manager at the Navy Region Southwest, San Diego, California in 2009. She was subsequently selected for the position of Deputy EEO Officer for the Commander Navy Region Southwest and was responsible for the EEO Program covering 26,916 federal employees, 195 Navy Activities over 47 states. Ms. Cheyssial accepted the position Command Deputy EEO Officer at SPAWAR HQ in November of 2012.

Ms. Cheyssial has also been mediating workplace and EEO disputes for the federal government since 1994. Ms. Cheyssial has also been credentialed by the National Conflict Management Center to mediate non-workplace disputes such as tenant/landlord disputes, neighbor disputes, and other civil disputes. Ms. Cheyssial was instrumental in developing the Navy's ADR program including the Mediator Certification Program that is currently in use today. Ms. Cheyssial was also one of the first Navy Mediators and the first individual to win the Navy's ADR Award.

Ms. Cheyssial has mediated well over 300 EEO and workplace disputes. She has provided mediation and conflict management training to the Department of the Navy, the United States Customs Service, the Social Security Administration and the Department of Homeland Security. Ms. Cheyssial has also conducted workshops at the Federal Dispute Resolution Conference. Ms. Cheyssial was also instrumental in developed the Mediation Program for both the United States Customs Service and Customs and Border Protection.

In addition to mediations and training, Ms. Cheyssial has also conducted Organizational Interventions and Group Facilitation for the United States Customs Service and the Department of the Navy. Ms. Cheyssial developed the San Diego Federal Executive Association Shared Neutrals Program and oversees the training and developing of 16 Federal Agency mediators from Department of the Navy, Customs and Border Protection and Customs and Immigrations Services, Department of Homeland Security, the Veterans Administration, United States Marine Corps and Housing and Urban Development. She is also a current mediator with the Greater Los Angeles Area Federal Executive Board, SMART Program.

### **JAMES COLLING**

After graduating from Princeton University in 1999, Jim attended the George Mason School of Law, where he served as an Associate Editor of the George Mason Law Review and graduated *magna cum laude*. Jim served a two-year clerkship with the Honorable Frederick H. Weisberg of the District of Columbia Superior Court. Jim spent the next five years as a labor and employment law attorney at Bechtel & Santo, LLP in Grand Junction, Colorado. Since 2011, Jim has worked for the United States Postal Service's National Employment Litigation Unit, working exclusively on employment discrimination class action litigation in federal court and before the EEOC.

### **MARY E. CUPP**

Mary Cupp is the Associate Chief Counsel, Los Angeles, for U. S. Customs and Border Protection. After graduating from Tulane Law School, she began her legal career as a law clerk for the Chief Judge of the Federal District Court for the Eastern District of Louisiana. There she received her introduction to discrimination litigation, including work on a class action. Beginning her more than 30 year career with the U.S. Customs Service, now U.S. Customs and Border Protection, as a staff attorney in New Orleans, Ms. Cupp also served as agency counsel in San Antonio, covering nearly a thousand miles of the Texas/Mexican border, before transferring to D.C. as a member of the Chief Counsel's enforcement staff. She then became the agency counsel in San Diego, covering the California/Mexican border, and gaining additional, extensive experience in the administrative EEOC process. Her last move in 1998 was to the LA office as Deputy and, shortly thereafter, as the Associate Chief Counsel. She is responsible for all CBP legal activities in three offices covering several states and the U.S. Pacific trusts and territories, all of which are engaged in substantial administrative hearing practice.

### **BARBARA DOUGHERTY**

Barbara Dougherty is the Senior Attorney Advisor for EEOC's Office of Federal Operations, Federal Sector Programs. She first joined EEOC in 1993 as Assistant General Counsel for Systemic Litigation Services. In that capacity, she oversaw the litigation of large cases and those involving novel legal issues. During part of her tenure as Assistant General Counsel, she also managed litigation for the Washington Field

Office. Barbara began her legal career as a law clerk to the Honorable Judge Colleen Kollar-Kotelly in the District of Columbia. From there, she became a commercial litigation associate at Finley, Kumble, et al. She then joined Akin, Gump, Strauss, Hauer and Feld as a senior litigation associate, where she handled cases involving a variety of subject matters including antitrust, housing, and a personal lawsuit for the great Ted Williams. Barbara is a graduate of Georgetown University Law Center, has an undergraduate degree in music, and is a life long New York Mets fan.

### **KENDRA DUCKWORTH**

Kendra Duckworth assumed her position as the Disability Program Manager with the Equal Opportunity Policy Office, Department of the Air Force, in July 2012 and was named Deputy Director in January of 2014. She comes to the Air Force from the Equal Employment Opportunity Commission (EEOC) where she served as the Disability Program Manager since 2009. While at the EEOC, Ms. Duckworth developed and implemented the EEOC Disability Program, including new reasonable accommodation procedures and a standard operating procedure for hiring employees with disabilities using the Schedule A hiring authority. Ms. Duckworth oversaw the procurement of assistive technology and was directly responsible for increasing the number of employees hired using Schedule A.

Since becoming the Disability Program Manager, the Department of the Air Force has been awarded The Secretary of Defense's Award for Achievement in Employment of Individuals with Disabilities for FY2012 and FY2013. The award honors Department of Defense Components for outstanding achievement in the hiring, retention, and advancement of individuals with disabilities. The award is presented based on Component performance across eight statistical criteria related to the hiring, retention, and advancement of individuals with disabilities.

Prior to coming to Washington D.C., Kendra was a Lead Consultant for the U.S. Department of Labor's Office of Disability Employment Policy Job Accommodation Network.

She brings to the Department of the Air Force over 20 years of experience providing accommodation guidance to employers and individuals with disabilities and a specialization in accommodation solutions for workers with hidden disabilities, including post-traumatic stress disorder (PTSD) and traumatic brain injuries.

Ms. Duckworth is an experienced national speaker who specializes in: the American with Disabilities Act, Title I and Rehabilitation Act compliance; the interactive accommodation process; and using assistive technology as a job accommodation. Kendra is credited with a number of nationally cited technical assistance documents related to her field of expertise. Education: -Masters of Science, Rehabilitation Counseling, West Virginia University -Bachelor of Arts, Psychology, West Virginia University

## **WILLIAM EDDY**

William Eddy has been an attorney for 21 years and was previously a therapist for 12 years based in San Diego, California. Mr. Eddy provides training on the subject of high-conflict personalities to attorneys, judges, mediators, therapists, ombuds, human resource professionals and others. He has presented in over 25 states and several provinces in Canada, as well as Australia, New Zealand, France and Sweden. He is the author of several books, including: *High Conflict People in Legal Disputes, It's All Your Fault: 12 Tips for Managing People Who Blame Others for Everything* and *BIFF: Quick Responses to High Conflict People*.

He is on the part-time faculty at the Pepperdine University School of Law and on the part-time faculty of the National Judicial College. His website is:

[www.HighConflictInstitute.com](http://www.HighConflictInstitute.com).

## **MYRLIE EVERS-WILLIAMS**

Myrlie Evers-Williams is a civil rights activist and former chairperson of the National Association for the Advancement of Colored People (NAACP) (1995-1998). The first female to Chair the nation's oldest civil rights organization, she lifted the NAACP out of turmoil at a time when its debt amounted to \$4 million and its image suffered from a scandal involving former executive director Benjamin Chavis's use of funds to ward off a sexual harassment lawsuit. Her frankness and optimism represented a new beginning for the organization.

Evers-Williams was born in Vicksburg, Mississippi, and enrolled at the then all-black Alcorn Agricultural and Mechanical College (now Alcorn State University) where she met Medgar Evers, her future husband and Mississippi state field secretary for the NAACP. She worked as his secretary and together they organized voter registration drives and civil rights demonstrations. As prominent civil rights leaders in Mississippi, the Everses became high-profile targets for pro-segregationist violence and terrorism. In 1962, their home in Jackson was firebombed in reaction to Medgar's organized boycott of downtown Jackson's white merchants. The violence reached its worst point the following year when Medgar was gunned down by a sniper in front of his home.

Byron De La Beckwith, the white assassin, was tried several times but was not convicted of the murder until 1994. Though devastated by the loss of her husband, Evers-Williams became a symbol of courage as well as tragedy in the civil rights movement. She and her three children moved to Claremont, California, where she enrolled at Pomona College and began working toward her bachelor's degree in sociology. In 1967, she co-wrote a book about her husband, *For Us, the Living*, with William Peters and she continued to make numerous personal appearances on behalf of the NAACP.

She remained active in civil rights work and politics, running unsuccessfully for Congress in 1970 and serving as commissioner of public works for Los Angeles in 1987. She also worked for two years for an advertising agency and for ten years she was the director of community affairs for a Los Angeles corporation.

In 1988, she became the first black woman to be named to the five-member Board of Public Works by Los Angeles Mayor Tom Bradley, where she helped oversee a budget of nearly \$1 billion.

After her term as NAACP chairperson ended in 1998, Evers-Williams decided not to run for another term and instead chose to pursue other ventures. In particular, she started the Medgar Evers Institute to promote education, training, and economic development. In 1999, she published her memoir *Watch Me Fly: What I Learned on the Way to Becoming the Woman I Was Meant to Be*, which charts her journey from being the wife of an activist to becoming a community leader in her own right.

Evers-Williams has continued to preserve the memory of her first husband with one of her latest projects, serving as editor of *The Autobiography of Medgar Evers: A Hero's Life and Legacy Revealed Through His Writings, Letters, and Speeches* (2005).

## **CHAI FELDBLUM**

Chai Feldblum has served as a Commissioner of the U.S. Equal Employment Opportunity Commission since 2010, having been nominated to serve by President Barack Obama, and confirmed by the Senate, initially for a term ending on July 1, 2013. President Obama nominated her to serve a second term ending on July 1, 2018, and she was confirmed by the Senate on December 12, 2013.

Prior to her appointment to the EEOC, Commissioner Feldblum was a Professor of Law at the Georgetown University Law Center where she has taught since 1991. At Georgetown, she founded the Law Center's Federal Legislation and Administrative Clinic, which represented clients such as Catholic Charities USA, the National Disability Rights Network, and the Bazelon Center for Mental Health Law. She also founded and co-directed *Workplace Flexibility 2010*, a policy enterprise focused on finding common ground between employers and employees on workplace flexibility issues.

As Legislative Counsel at the American Civil Liberties Union from 1988 to 1991, Commissioner Feldblum played a leading role in helping to draft and negotiate the ground-breaking Americans with Disabilities Act of 1990. Later, as a law professor representing the Epilepsy Foundation, she was equally instrumental in drafting and negotiating the ADA Amendments Act of 2008.

Commissioner Feldblum has also worked to advance lesbian, gay, bisexual and transgender rights, was one of the drafters of the Employment Nondiscrimination Act, and is the first openly lesbian Commissioner of the EEOC. She clerked for Judge Frank Coffin of the First Circuit Court of Appeals and for Supreme Court Justice Harry A. Blackmun after receiving her J.D. from Harvard Law School. She received her B.A. degree from Barnard College.

### **ANNE BACHLE FIFER**

Anne Bachle Fifer of Grand Rapids, Michigan, is a mediator, facilitator, arbitrator, and mediation trainer. Her mediation experience includes business contracts, workplace and employment disputes, as well as church-based conflicts integrating Christian principles into the mediation process. A licensed attorney, she is Michigan's most experienced general civil mediation trainer, and frequently conducts advanced mediation trainings in Michigan, around the U.S., and abroad. She is a regular presenter at EXCEL Conferences. She is a mediator, trainer, and mentor with Peacemaker Ministries, and is an active volunteer with the Dispute Resolution Center of West Michigan. She regularly serves on state court and state bar committees related to ADR in Michigan. After serving on the State Bar of Michigan's ADR Section Council, she received its 2011 Distinguished Service Award for contributions to the ADR profession. She is listed in the 2014 Edition of *Best Lawyers in America*.

### **DARLENE FLOYD**

Darlene Floyd is president of HORIZONS Management and Training Consultants, LLC. HORIZONS was the recipient of the National Training Officers Conference Award for Excellence in Training Design. Ms. Floyd is a seasoned professional with over 25 years of experience in the areas of diversity, leadership, organizational development, EEO, and executive coaching. Her presentations are thought provoking, prescriptive, and packed full of energy. Ms. Floyd was an invited presenter at the First Annual Global Conference on Managing Diversity at the University of Georgia. She has been a keynote presenter and workshop presenter at numerous conferences and symposiums to include:

- the EEOC EXCEL Conference;
- the Philadelphia Federal Executive Board Day of Training;
- the Federally Employed Women National Conference;
- the National IMAGE Conference;
- the Annual HUD Section 8 Housing Conference; and the Montgomery County First Annual Diversity Showcase.

### **KELLY GOODE**

Kelly Goode is the Equal Employment Opportunity (EEO) Officer at the National Gallery of Art. Kelly manages the Gallery's EEO program, facilitates reasonable accommodations for staff, and provides guidance and advice to Gallery managers and staff on workplace conflicts and claims of unlawful discrimination. She chairs the Gallery's Accessibility Review Committee and promotes accessibility for visitors with disabilities in the Gallery's facilities, programs, and website. Kelly offers consultation and training on discrimination, disability issues, diversity, communication skills, and conflict resolution skills to Gallery staff and to other Federal agencies. She currently serves as Vice Chair of the Small Agency Council EEO/D&I committee.

Prior to coming to the Gallery in 2005, Kelly worked as an Attorney Advisor in the EEO office at the Federal Bureau of Investigation. She began her legal career at the United States Equal Employment Opportunity Commission (EEOC) where she held numerous positions, including Administrative Judge, Hearings Coordinator, Deputy Director in the EEOC's EEO office, and Attorney Advisor in the Office of Legal Counsel. At the EEOC, Kelly worked on private sector and federal sector policies and programs and helped develop and deliver national training programs for EEO investigators, EEO counselors, stakeholders, and the public.

Kelly graduated from the University of Montana with a Bachelor of Arts in Political Science with Highest Honors. She earned her law degree at the George Washington University Law School and is a member of the Virginia Bar.

### **DIANE ARKOW GROSS**

Diane Arkow Gross is presently the Supervisory Administrative Judge for the Los Angeles District Office of the Equal Employment Opportunity Commission. Previously, she was an Administrative Judge for the Commission in Los Angeles for fifteen years, presiding over discrimination cases brought by federal employees against the federal government. Before entering government service, Ms. Gross practiced employment and labor law with the firm of Richards, Watson & Gershon in Los Angeles, California, advising both public agencies and private sector employers in personnel, employment, and labor-related matters. Ms. Gross has extensive experience in representing employers in both state and federal court and in administrative proceedings, developing personnel rules and policies, and conducting harassment and misconduct investigations. Ms. Gross has also presented papers on a variety of employment-related topics for the California Public Employers' Labor Relations Association, the Labor and Employment Law Section of the State Bar of California, and the Equal Employment Opportunity Commission's Technical Assistance Seminars.

Ms. Gross is a *Phi Beta Kappa* graduate of Duke University and received her *Juris Doctorate cum laude* from the University of Southern California Law School. Following law school, Ms. Gross clerked for the Honorable Ewing Werlein, Jr. of the United States District Court for the Southern District of Texas. Ms. Gross is admitted to practice law in California and Washington, D.C.

### **ERNEST HADLEY**

Mr. Hadley is President of the Federal Employment Law Training Group, which provides employment law training for the federal government community. He is also an instructor for FELTG and a frequent speaker at federal sector conferences including EXCEL.

He is engaged in the private practice of law in Wellfleet, Massachusetts, and has been representing federal sector employees and agencies before the Equal Employment Opportunity Commission, the Merit Systems Protection Board, in arbitrations and in the federal courts for the past 28 years. He also serves as Of Counsel to Gary M. Gilbert &

Associates in Silver Spring, Maryland. He is admitted to the bar in the District of Columbia and the Commonwealth of Massachusetts.

Mr. Hadley is the author of several books on federal sector employment law including, *A Guide to Federal Sector Equal Employment Law and Practice* and *A Guide to Federal Sector Disability Discrimination Law and Practice*. He is also the co-author of *Representing Agencies and Complainants before the EEOC*; *Sexual Harassment: Federal Law*; *Federal Sector Workers' Compensation Law*; *Motions Practice before the Merit Systems Protection Board and Equal Employment Opportunity Commission*; *The EEO Counselors' and Investigators' Manual*; and *Effective Summary Judgment Motions*.

He is a graduate of Bates College in Lewiston, Maine, and Antioch School of Law in Washington, D.C.

### **DAVID HANDSHER**

Presently an arbitrator and mediator specializing in labor and employment cases, Mr. Handsher has over 35 years experience as an attorney in the labor law and employee relations field. His experience includes work as counsel for the National Treasury Employees Union, doing representation, including discrimination, arbitration, disciplinary, NLRB and FLRA, as well as federal appellate representation; as counsel for the Oakland Unified School District and in private practice, specializing in the representation of employees and management entities before arbitrators, administrative bodies, and in federal and state court. Mr. Handsher is a certified mediator and is on the Neutral and Arbitrator panel for the California Mediation and Conciliation Service. He is a contributing editor of the "Just Cause" chapter in BNA's *Discipline and Discharge in Arbitration*, Third Edition.

### **ALEXIS D. HOWARD**

Alexis D. Howard is an Attorney in the Office of Federal Operations (OFO) at the Equal Employment Opportunity Commission (EEOC) – Headquarters, located in Washington, DC. As a Commission Attorney, her primary responsibilities include reviewing and rendering decisions on a variety of employment discrimination cases, a substantial number of which involve highly complex or novel issues for which there is unsettled or no Commission policy or precedent. Additionally, Ms. Howard conducts EEO training and investigations and provides assistance regarding the Federal EEO process to Federal employees and agencies. She has served as a mentor for an OFO training program for EEO Specialists, as well as an annual internship program for law students. She serves as Lead for the EEOC Women's Work Group and is a co-writer of the "EEOC Women's Work Group Report" that was issued in December 2013.

Ms. Howard has been with the Commission since August 1999. She received her Juris Doctor from the Howard University School of Law in May 1998 and has been a member of the State of Maryland Bar since December 1998. Ms. Howard received a Bachelor's of Science degree from Howard University School of Business in 1994. She is a native

Washingtonian and currently resides in the District with her husband and their two daughters.

### **KELLY M. HUMPHREY**

Kelly M. Humphrey is an Administrative Judge with the Merit Systems Protection Board's Western Regional Office in San Francisco, California. Prior to joining the MSPB's Denver Field Office in 2006, she was with the U.S. Equal Employment Opportunity Commission as an Administrative Judge in Denver, Colorado since May 1999, and as a Trial Attorney in Phoenix, Arizona, from 1994 to 1999. Before her federal service, she worked for the law firm of Snell & Wilmer in Phoenix, Arizona, where she represented corporate clients in employment and labor law matters. Ms. Humphrey attended the University of Nebraska College of Law, where she was a member of the Nebraska Law Review and a Regents Scholar. She obtained her J.D. in 1991. Currently, she is licensed to practice law in Colorado.

### **JOSEPH V. KAPLAN**

JOSEPH V. KAPLAN, a founding principal of Passman & Kaplan, P.C., received his undergraduate degree from the Pennsylvania State University in 1975, and his Juris Doctor in 1978 from Gonzaga University. In 1979, Mr. Kaplan received a Master of Laws, LL.M. from the George Washington University National Law Center, specializing in Labor and Employment Law. Joe concentrates his practice in the areas of employment, labor, and discrimination law. While primarily representing Federal Government employees and labor unions, he also represents private sector employees. Mr. Kaplan's practice involves litigation in the U.S. Courts of Appeals, the U.S. District Courts, the U.S. Court of Federal Claims, the D.C. Court of Appeals and the D.C. Superior Court, and such administrative agencies as the U.S. Merit Systems Protection Board (MSPB), the Federal Labor Relations Authority (FLRA), the U.S. Equal Employment Opportunity Commission (EEOC). In addition to practicing law, Joe is a frequent lecturer at professional seminars concerning various labor and employment law topics. He was twice elected as the National President of the Society of Federal Labor and Employee Relations Professionals (SFLERP) and is active in NELA's Federal Employees Task Forces. Moreover, Joe is the lead editor and co-author of the Federal Employees Legal Survival Guide, and is co-author of Litigating Federal Sector Employee and Labor Disputes: A Practitioner's Handbook by Dewey Publications. In 2008 Joe was selected to be a Fellow of The College of Labor and Employment Lawyers, Inc., and currently serves on the adjunct faculty of American University's School of Public Affairs teaching graduate courses in legal issues in public administration.

### **STEPHEN M. KING**

Stephen M. King serves as the Director of the Computer/Electronic Accommodations Program (CAP), a centrally funded Department of Defense (DoD) program which provides free assistive technology and training to wounded service members and employees with disabilities at 68 partnering federal agencies.

Prior to being appointed as the CAP Director in March 2014, Stephen led DoD's efforts to be a model employer of individuals with disabilities as the Director of Disability Programs, Office of the Under Secretary of Defense for Personnel and Readiness, a position he held since November 2009. In this role, Stephen served as the Department's senior spokesperson and subject matter expert on the employment of individuals with disabilities, developed and influenced disability related policies for DoD's total force – 3.2 million civilians and active duty and reserve military personnel, and was the Co-Chair of the Workforce Recruitment Program (WRP), a federal recruitment and referral program for college students and recent graduates with disabilities managed in partnership with the Department of Labor.

Mr. King represented the Office of the Secretary of Defense on the Interagency Coordinating Council on Emergency Preparedness and Individuals with Disabilities and served as the DoD liaison to the U.S. Access Board, an independent federal agency that promotes equality for people with disabilities through leadership in accessible design and the development of accessibility guidelines and standards. Under his leadership, DoD experienced its first increase in the employee participation rate of individuals with severe or targeted disabilities in 20 years.

Stephen began his federal career in 1998 as a Statistician at the U.S. Census Bureau. In 2001, Stephen joined the Census Bureau's Human Resources Division, where he developed a comprehensive recruiter training program and strategies for effective targeted recruitment, implemented extensive changes to the on-campus student interview process, and designed automated processes to increase efficiencies. In 2003, he was selected to be the Census Bureau's first Disability Program Manager (DPM). As the DPM, Stephen was instrumental in developing a model disability program.

After serving as the Chief of Recruitment and Delegated Examining at the Bureau of Labor Statistics throughout 2006, Mr. King returned to the Census Bureau to oversee the creation of the Office of Disability and Diversity Programs. Stephen drafted and implemented new reasonable accommodation procedures in preparation for the 2010 Census, the largest peacetime mobilization in history. It was during this period that Stephen began working closely with the Equal Employment Opportunity Commission (EEOC) to educate the federal workforce on the Schedule A appointing authority for individuals with disabilities.

In April 2009, at the request of an EEOC Commissioner, Stephen was selected to spearhead the development of a comprehensive training course for federal DPMs – a joint effort with the EEOC and the DoD. Today, Mr. King continues to work closely with the EEOC to educate DPMs throughout the federal sector and serves as the subject

matter expert on enhancements to the Department's Disability Program Management course.

In recognition of his contributions to his state and nation, Mr. King was appointed as a Kentucky Colonel by the Governor of Kentucky on March 26, 2014. Kentucky Colonelship is the highest honor awarded by the Commonwealth of Kentucky.

### **PATRICK A. KOKENGE**

Patrick Kokenge was promoted to the position of Chief Administrative Judge for the U.S. Equal Employment Opportunity Commission's Miami District Office in May of 1991 from his position of Senior Trial Attorney in that office. Judge Kokenge supervises the District's Hearings Unit consisting of up to nine Administrative Judges with jurisdiction over federal civilian personnel in most of the State of Florida and the Caribbean. The Administrative Judges hear the cases of employment discrimination appealed to the Commission from federal agencies domiciled in Florida and the Caribbean after the completion of an investigation.

In addition to his duties as the Chief Administrative Judge, Judge Kokenge was named the Acting Alternate Dispute Resolution Coordinator (ADR) for the EEOC's Miami District Office. He took on the additional responsibility of developing a program to significantly increase early resolution of EEO complaints in Florida for both the private and federal sectors in 1995. In June of that year, the Hearings Unit, under Kokenge's stewardship, was presented with a Chairman's award for their accomplishments in early case resolution in the federal sector. On January 17, 1999, a permanent ADR Coordinator was named for the Miami District Office. Judge Kokenge remained involved in the Mediation Program as a Special Assistant to the District Director, and in October 2000, he again took the reins as Acting ADR Coordinator for the Miami District Office. For the outstanding accomplishments of the ADR Unit during the year Judge Kokenge was the Acting Coordinator, it was presented with a Chairwoman's award. A permanent ADR Coordinator was named in September 2000. Judge Kokenge again began to focus more intently on early case resolution in the federal sector and more recently, negotiated, on behalf of the Commission, a national agreement with the U.S. Postal Service to mediate virtually all Postal Service EEO complaints appealed to the Commission for a hearing. The rolling implementation of this national mediation program began in February 2002 and was fully implemented in January 2003. Judge Kokenge received the Chair Cary Dominguez's 2002 Organizational Award on behalf of the Commission for his efforts in establishing this National Mediation Program with the Postal Service. For fiscal year 2004, Judge Kokenge was presented with Another Organizational Award From Chair Dominguez for assisting the South Florida Federal Executive Board in organizing and implementing a mediation program open to all federal agencies in the South Florida area. He is a routine presenter at federal agency gatherings and other organization meetings in the areas of EEO law and mediation processes.

Patrick Kokenge joined EEOC upon completion of his JD degree from Nova Southeastern University, Sheppard Broad Law Center in Fort Lauderdale. He is a former arbitrator and Florida Supreme Court Certified Civil Circuit and County Court Mediator. He has served as a panelist for the American Arbitration Association for labor and employment. Judge Kokenge is a member of the Florida Bar and a past co-chair of the Florida Bar's EEO Committee, Section on Labor and Employment.

### **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.

### **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.

## **BETH LOY**

Beth Loy, Ph.D., is a Principal Consultant with the Job Accommodation Network (JAN). She has a Ph.D. in resource economics from West Virginia University and is a member of the Board of Directors for the National Association of ADA Coordinators, RESNA, and HTML Writers Guild. She holds certificates in Web Technologies and Web Graphics/Multimedia. Beth serves on JAN's management team and is a national researcher and speaker in the disability field.

## **WILLIAM MACAULEY**

William Macauley, EEOC NYDO Supervisory AJ, came to the EEOC in December 1990 as a Trial Attorney in the Philadelphia DO. He became an AJ in the NYDO in October 1994 and served in that capacity until January 2010 when he became the NYDO Supervisory AJ. Before joining the EEOC, he served as a staff attorney in OPM's General Counsel's Office and an Attorney-Advisor to the Associate Chief Administrative Law Judge at the US DOL in Washington, D.C. Aside from his Federal employment, he worked in private practice litigating cases in Federal court representing national municipalities in Washington, D.C. He has been certified in mediation from the National Judicial College and the New York City Bar Association and has served as a mediator in numerous employment cases. He received his J.D. from St. Louis University, an M.A. from University College Dublin and a B.A. from Notre Dame University in South Bend, Indiana. The Wine and Spirits Education Trust of Great Britain awarded him an industry Diploma in Wine and Spirits (DWS) in 2007, and he performs private wine consultation services to businesses and private parties. He was born and raised in Southern California.

## **KAREN MARGENSEY**

In November 2010, Karen Margensey joined the Pension Benefit Guaranty Corporation (PBGC) as Director of the Office of Equal Employment Opportunity. She supports PBGC's efforts protecting America's pensions by promoting the creation of a model EEO program at PBGC through equal employment opportunity, diversity and inclusion. Karen oversees PBGC's EEO programs, directing and reporting on affirmative employment, EEO training initiatives, conflict resolution and EEO complaint processing. She issues final decisions in all EEO complaints filed against the PBGC and reports to PBGC's Director. Since Karen's arrival at PBGC, the keystones of PBGC's EEO program have been proactive prevention of actual and perceived discrimination and quality and timely processing of all discrimination complaints.

Karen's EEO and civil rights experience encompasses over twenty-five years of private and public sector service, including at the Smithsonian Institution and Fairfax County Human Rights Commission. She holds a Bachelors of Science in Foreign Service from Georgetown University, a J.D. from George Mason University School of Law, and is a member of the Virginia Bar. Karen has served as a Fairfax County Human Rights

Commissioner and a member of the Fairfax-Falls Church Community Services Board. She currently volunteers with the Northern Virginia Long Term Care Ombudsman Program. She is a member of Federally Employed Women, Federal Asian Pacific American Council, and the Federal EEO & Civil Rights Council. Karen is the present Chair of the Small Agency Council EEO/Diversity & Inclusion Committee.

### **ERIC B. MEYER**

Eric B. Meyer is a partner in the Labor and Employment Group of the Philadelphia-based law firm, Dilworth Paxson LLP. He focuses his practice on employment discrimination and retaliation; workplace harassment; employee pay practices; leaves of absence, disabilities and reasonable accommodations; non-competition and trade secret disputes; employment contracts, reductions in force, severance arrangements and other contractual matters; and union-management relations and collective bargaining. He also publishes *The Employer Handbook* ([www.TheEmployerHandbook.com](http://www.TheEmployerHandbook.com)), which was recently voted the ABA Journal's top Labor & Employment Law Blog of 2013. Eric has also been quoted in ABCNews.com, NBCSports.com, AMEX's Small Business Open Forum, Inc., Law.com, Business Insurance, Entrepreneur, The Guardian, Mashable.com, The Wall Street Journal, and the British tabloids.

### **WILLIAM MILLS**

William Mills is a founding partner of Parker Shumaker Mills LLP, and is a Certified Specialist, Legal Malpractice Law, by the State Bar of California Board of Legal Specialization. He also practices in the areas of complex business litigation, including insurance coverage, products liability, real estate, corporate governance, intellectual property and general corporate and governmental representations. Mr. Mills graduated from Harvard College in 1979, with a concentration in American Government, and from UCLA Law School in 1982, where he served as Articles Editor for the National Black Law Journal. Mr. Mills has tried numerous jury and non-jury trials and arbitrations, has served as lead or co-counsel in numerous state and federal complex business case arbitrations, appeals, and mediations, has served as an expert witness, consultant and frequent speaker in legal malpractice risk management, billing, litigation and law firm best practices. Mr. Mills, as general counsel, has represented numerous public and private business entities in various stages of development. Mr. Mills has authored or contributed to numerous articles, and has frequently lectured on paperless office best practices, law firm management, attorney fees, ethics and risk management in public and private seminars for law firms, legal departments, bar associations, and other professional and business groups. He is a member of the State Bar Committee on Professional Responsibility and Conduct (COPRAC), and the Governing Board of the Pilgrim School (Los Angeles).

### **SARAH MORGAN**

Sarah Morgan began working with Deaf/Hard of Hearing people while she was still a college student in the year 2000. Upon her 2001 graduation she earned her national

certification as a Sign Language Interpreter and became a staff Interpreter for the National Institute of Technology for the Deaf (NTID) in Rochester, NY. In 2006 Sarah earned her graduate degree in Service Management and Leadership from the Rochester Institute of Technology and transitioned to working in the, then brand-new, arena of Video Relay Service interpreting, where she became a team lead for Snap! VRS. In 2011, Sarah joined the Central Intelligence Agency's EEO office as a staff Sign Language Interpreter, and transitioned to the National Reconnaissance Office as a Reasonable Accommodations Specialist in 2013. She is passionate about bringing education to the workplace about working with Sign Language Interpreters and the Deaf/Hard of Hearing population.

### **MICHAEL MURRAY**

Michael Murray serves as the principal advisor to the U.S. Office of Personnel Management's (OPM) Government-wide disability policies and programs. In this role, Michael works closely with senior level officials throughout the Federal Government to implement Executive Order 13548, Increasing Federal Employment of Individuals with Disabilities.

Michael, who has had a disability since childhood, has a proven track record of increasing the inclusion of people with disabilities at the federal, state, and local levels. Before joining OPM, Michael was the Director of Programs at the American Association of People with Disabilities (AAPD), leading large national disability initiatives. On the state level, Michael was the Executive Director of the North Carolina (NC) Disability Action Network where he conveyed the concerns of North Carolinians to members of the N.C. General Assembly. Michael also worked for NC's State Protection and Advocacy Agency - Disability Rights NC, a local Center for Independent Living and the University of North Carolina at Greensboro.

### **BISMARCK MYRICK**

Bismarck Myrick became the Director of the Office of Equal Employment Opportunity and Diversity at the U.S. Patent and Trademark Office in July 2008. From 2003 to 2008, Mr. Myrick was the Deputy Director of that Office. Prior to joining the USPTO, Mr. Myrick worked as an appellate review attorney in Office of Federal Operations at the U.S. Equal Employment Opportunity Commission from 1999-2003. Prior to working at the EEOC, Mr. Myrick worked as a trial attorney for the Baltimore City Department of Social Services. Mr. Myrick, who is member of the Senior Executive Service, received a bachelor's degree in Communication Studies from Florida State University and a Juris Doctorate from the University of Missouri-Columbia. Mr. Myrick is licensed to practice law in the District of Columbia and State of Maryland.

### **MARY ELIZABETH PALMER**

Mary Elizabeth Palmer has been an administrative judge with the Commission's Baltimore Office since 1987. Prior to that she was in private practice for ten years.

Since February 2004, she has been the Chief Administrative Judge of the Baltimore Hearings Unit. She has been a frequent speaker on behalf of the Commission to federal employees, managers, and counsel. Some of the topics she has spoken on include discovery, examination of witnesses, sexual harassment, reasonable accommodation and conducting an effective investigation. She has been a presenter at the Federal EXCEL program in 2004, 2005, 2006, 2007, 2008, 2010, 2012 and 2013 and has been on the Agenda and Planning committee for the EXCEL program since 2004. She is a member of the Maryland Bar Association Labor and Employment Law Section. She received her undergraduate degree from Bryn Mawr College and her J.D. from the University of Maryland.

### **FRAN POLITO**

Fran Polito has been an Administrative Judge in the Commission's Philadelphia District Office since January of 1999. Since July of 2009, he has served as the Chief Administrative Judge for the Philadelphia District and supervises eleven administrative judges. Judge Polito is also the former president of the EEOC Administrative Judges Association.

Prior to joining the Philadelphia office, Judge Polito spent six years as an attorney in the Commission's Legal Services Division of the Office of Legal Counsel. Before joining the EEOC in 1992, he practiced law in New Jersey, handling primarily employment discrimination claims in the private sector.

Judge Polito received his J.D. Degree from the Howard University School of Law in 1986, where he was a member of the Howard Law Journal staff and he received a B.A. from Moravian College in 1980.

### **LYNN POVICH**

Lynn Povich is an award-winning journalist who has spent more than 40 years in the news business. She began her career at *Newsweek* as a secretary. In 1970, Povich was one of 46 women who sued *Newsweek* for sex discrimination, the first women in the media to sue. Her book on that landmark lawsuit, *The Good Girls Revolt*, was published by PublicAffairs in September 2012 and issued in paperback September 2013. Five years after the legal complaint, Povich was appointed *Newsweek's* first female senior editor.

In 1991, Povich became Editor-in-Chief of *Working Woman* magazine, the only national business magazine for women. She joined MSNBC.Com in 1996 as Managing Editor/East Coast to help launch the 24-hour news and information cable/internet venture, overseeing the web content of NBC News as well as MSNBC Cable.

Povich has received numerous honors, including the 2013 Lifetime Achievement Award from the Washington Press Club Foundation, the Matrix Award from Women in Communications for Exceptional Achievement in Magazines (1976) and the Exceptional Woman in Publishing Award from Women in Periodical Publishing (2006).

In 2005, she edited a book on her father, famed *Washington Post* sports columnist Shirley Povich, called *All Those Mornings...At the Post*.

A native of Washington, D.C., Povich graduated from Vassar College, where she served as Executive-in-Residence in 1996. She is married to Stephen B. Shepard, former Editor-in-Chief of *Business Week* and Founding Dean of the Graduate School of Journalism of the City University of New York. They have two children.

### **JAMIE L. PRICE**

Jamie Price, is the Assistant Director of the Reports and Evaluation Division, and a senior Attorney for the Equal Employment Opportunity Commission, Office of Federal Operations, Federal Sector Programs. During her fifteen years at the Commission, Ms. Price has served as an Appellate Adjudicator in the Appellate Review Programs Division and as the Training Coordinator for Federal Sector Programs Revolving Funds training. Ms Price previously served as the Acting Director of the Complaints Adjudication Division restructured as the Reports and Evaluations Division in FY 201.

Ms. Price served as an Attorney at the U. S. Merit Systems Protection Board, Office of Appeals Counsel prior to joining the Commission. She received her J.D. from Howard University School of Law and her B.A. from the University of Oklahoma. Ms. Price proudly served ten years with the United States military, serving in both the United States Army and the United States Air Force.

### **CLAY RISEN**

Clay Risen is an editor at *The New York Times* op-ed section. Before that, he was an assistant editor at *The New Republic* and the founding managing editor of the noted quarterly *Democracy: A Journal of Ideas*. His recent freelance work has appeared in such journals as *The Atlantic*, *Smithsonian*, and *The Washington Post*. His first book, *A Nation on Fire: America in the Wake of the King Assassination* was hailed as “compelling, original history” (Peniel Joseph) and “a crucial addition to civil rights history” (Publishers Weekly, starred review). He is also the author of *American Whiskey, Bourbon and Rye: A Guide to the Nation’s Favorite Spirit*.

### **JOHN D. SCHMELZER**

John Schmelzer serves as Acting Director of Field Coordination Programs. In this role, he manages EEOC's mediation program in 53 field offices, oversees administrative hearings for complainants in the federal sector and supervises both the free and tuition

based outreach and technical assistance programs to agency stakeholders. John also oversees the drafting of guidance for the field on the processing of individual charges filed by the public and systemic charges filed by Commissioners.

Mr. Schmelzer began his career with the EEOC as an appellate attorney in the Office of General Counsel. He successfully argued cases before most of the 12 federal Circuit Courts of Appeal. He then served as a Special Assistant to an EEOC Commissioner and the Special Assistant to the Acting Chairman of the agency. Mr. Schmelzer served as Deputy Director of the agency's Office of Systemic Programs which investigates pattern and practice allegations against the country's largest corporations. He then served as Director of the Eastern field offices overseeing 26 EEOC field offices east of the Mississippi River. He also served in the field as the Acting Director of both the Birmingham and Detroit District offices. In 2004, Mr. Schmelzer completed a year long detail as Counsel to the Chair and Chief Operating Officer of EEOC.

Although he has held several positions within EEOC, for most of his career Mr. Schmelzer has been the Attorney Advisor in the Office of Field Programs. In that capacity, he has provided the field with guidance on novel issues and advised field directors on the administrative processing of particularly complex and difficult charges.

## **VANESSA SHERIDAN**

Vanessa Sheridan is a nationally recognized expert consultant, inclusion/awareness trainer, and an in-demand speaker/presenter on transgender workplace issues. She is also the Executive Director of the Institute for Transgender Economic Advancement. Since 1991, Vanessa has helped organizations of all sizes enhance their cultural competence through her professional transgender-related business services.

Vanessa helps client organizations develop transgender-inclusive employee policies, create effective guidelines and procedures, identify and implement best practices, and provide transgender awareness trainings for management and employee groups. Some of the organizations with which Vanessa has worked include:

- Institute for Transgender Economic Advancement
- Ecolab (Naperville, IL)
- Best Buy (Minneapolis, MN headquarters)
- Federal Equal Employment Opportunity Commission (EEOC)
- Aveda Corporation (Blaine, MN headquarters)
- HSBC North America (Chicago, IL and Buffalo, NY offices)
- Zoro Tools (a division of W. W. Grainger, Mundelein, IL)
- Celera Corporation (San Francisco, CA)
- Mayo Clinic (Rochester, MN)
- Global Novations, Inc. (Boston, MA)
- Human Rights Campaign (Washington, D.C.)

- Amherst H. Wilder Foundation (St. Paul, MN)
- University of Minnesota (Minneapolis and Morris, MN campuses)
- Multicultural Forum on Workplace Diversity (Minneapolis, MN)
- Conference Board USA—Corporate Diversity and Inclusion Conference (Chicago, IL)
- Mountain Area Health Education Center—SouthEastern Health Summit (Asheville, NC)

Vanessa Sheridan is the author of the groundbreaking business book, *The Complete Guide to Transgender in The Workplace*--the first hardcover, full-length volume on this leading-edge business topic ever released by a mainstream publisher.

### **DEREK SHIELDS**

Derek Shields is Vice President for Disability Services at Axiom Resource Management, Inc., a Virginia-based consulting company. He has nearly eighteen years of leadership experience in support of federal disability employment, accessibility and other quality of life programs. Mr. Shields has developed a national network to assist in the strategic coordination of reasonable accommodation requirements, accessibility standards, return-to-work strategies, and other disability and quality of life policies, programs and initiatives. He has supported over 20 agencies in a variety of functional capacities.

Since 1995, Mr. Shields has been the Axiom Program Manager for the award-winning Department of Defense Computer/Electronic Accommodations Program (CAP) as it provided over 115,000 accommodations to federal employees with disabilities and wounded Service members. He assists CAP with the operational intersection of recruitment, placement, training and retention strategies to support a variety of populations with disabling conditions.

From 2008-2012, Mr. Shields also worked with the Ticket to Work Program at the Social Security Administration. Under his guidance, the marketing support team launched the New Ticket Express, a 50-state Employment Network recruitment strategy, the national Choose Work campaign and website, [www.choosework.net](http://www.choosework.net) and also served as the Employment Network Services Director responsible for a competencies-based technical assistance center for over 1,300 service providers across America.

Other strategic planning and performance management experience includes work at the USDA Department of Agriculture's TARGET Center, Walter Reed Army Medical Center's Assistive Technology Training Program, the Defense Department's Office of Family Policy and the Family Advocacy Program Office in support of their Domestic Violence and Child Abuse initiatives and the Department of Homeland Security's Office of Assistive Services and Technology.

Mr. Shields has a BA from Bucknell University and a Masters of Management and Disability Services from the University of San Francisco.

### **SUZANNE BURKE SPENCER**

Suzanne Burke Spencer is the managing shareholder of Sall Spencer Callas & Krueger, a business litigation firm in Laguna Beach, California. She practices in the areas of professional malpractice and attorney ethics as well as complex business and real estate litigation, including legal malpractice, partnership and business disputes, real estate and foreclosure, derivative actions, unfair business practices, contract disputes, and attorney fee and lien disputes.

Ms. Burke Spencer graduated from Georgetown University in 1988, with a Bachelor of Science in Psychology, and from Fordham University School of Law in 1993, where she served as a staff member and an Associate Editor of the Fordham Law Review. Ms. Burke Spencer was formerly an associate with the New York City and Orange County offices of Dorsey & Whitney, later joining smaller litigation firms and then Buchalter Nemer's Orange County office, where she practiced for several years.

Ms. Burke Spencer has served as lead or co-counsel in numerous state and federal complex business cases, arbitrations, appeals, and mediations, and has authored or contributed to numerous articles relating to professional responsibility and attorney ethics. Ms. Burke Spencer has frequently lectured on attorney fees disputes, legal ethics and risk management in public and private seminars. Among the articles Ms. Burke Spencer has authored or contributed to are *Ethical Enforcement of Attorney's Liens - Avoiding Traps for the Unwary*, California Bar Journal, July 2013; *Who is entitled to fee-based sanctions awards in contingent fee cases - lawyer or client?*, California Bar Journal, March 2014.

Ms. Burke Spencer is a member of the State Bar of California and is admitted to practice before all state and federal courts in California, New York, Connecticut and Massachusetts. She is a member of the California State Bar Committee on Professional Responsibility and Conduct (COPRAC), and former member of the Client Relations Committee of the Orange County Bar Association. A native of New Jersey, Ms. Burke Spencer relocated to California in 1995 and has lived and practiced here ever since.

### **SHARON TERRELL-LINDSAY**

Sharon Terrell-Lindsay is a Senior Program Analyst for the Department of Defense Computer/Electronic Accommodations Program (CAP). She has been a valued federal employee for 37 years and has been with CAP for 14 years providing reasonable accommodations for people with disabilities and wounded Service members. Ms. Terrell-Lindsay serves as a Program/Project Manager, providing effective outreach and training solutions, with emphasis on ergonomic workstation evaluations and needs assessments. Ms. Terrell-Lindsay's strong leadership combined with her supervisory

skills, and technical background, allow her to perform well in a team environment. She is a recipient of the former Vice President Gore's Hammer Award for \$70 million annual savings based on innovative and effective automation initiatives while at the Defense Automated Printing Services. She is also a recipient of the 2004 Federal 100 by Federal Computer Week.

Currently, Ms. Terrell-Lindsay serves as the Deputy Director responsible for day to day CAP operations with an emphasis on budget and acquisitions. She has served as the CAP Partnership Coordinator and has also been responsible for purchasing accommodations for several CAP Initiatives, including Workers Compensation claimants and Telework participants.

Ms. Terrell-Lindsay has been a selected speaker on disability and employment issues at a variety of national, federal and private conferences including: Perspectives on Employment of Persons with Disabilities Conference, Assistive Technology Industry Association (ATIA), Blacks in Government, and the California State University, Northridge Center on Disability (CSUN) Annual Conference. She attended the University of Maryland – University College and received formal training in business, leadership, and management, including the EEOC Executive Leadership Conference and Brookings Institute.

### **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 and Villanova University School of Law.

### **JULIE PROCOPIOW TODD**

Julie Procopiow Todd has been an Administrative Judge in the Equal Employment Opportunity Commission's Philadelphia District Office since 1994, conducting hearings on complaints of employment discrimination filed by Federal employees and applicants for Federal employment. Prior to that, she served as an Administrative Judge in the EEOC's New York District Office and in the Baltimore District Office.

She has received extensive training, and certification, in mediation and has participated in several outreach and training programs for the EEOC over the years such as the

Youth @ Work Initiative. In addition, she has served as a presenter for, and coordinator of, the Advanced Mediation track of the EEOC's annual EXCEL Conference since 2007. Ms. Todd has presented at the Department of the Interior's Personnel Symposium and for the Federal Employment Law Training Group, and conducts training for the EEOC's Office of Federal Operations' Training & Outreach Division.

In addition, she is the coordinator of the Philadelphia District Office Hearings Unit's pilot settlement program called the EASE (**EEOC Administrative Settlement Envoy**) Initiative. The EASE Initiative fosters earlier and more efficient resolution of Federal Sector EEO disputes by using a cadre of well-trained volunteers to serve as settlement officials, or "Envoys".

Ms. Todd began her legal career as the Law Clerk to Robert I. H. Hammerman, Chief Judge of the Baltimore City Circuit Court. She subsequently joined the EEOC's Baltimore District Office as a Trial Attorney, filing suits of discrimination against private employers in Federal district court.

Ms. Todd graduated *cum laude* as a Commonwealth Scholar from the University of Massachusetts/Amherst where she earned a B.A. in English. She received her J.D. from the University of Baltimore, School of Law, where she was a member of the Labor Law Moot Court Team.

### **JAMES J. TSUGAWA**

James Tsugawa is the Deputy Director of the U.S. Merit Systems Protection Board's (MSPB's) Office of Policy and Evaluation. At MSPB, James has had responsibility for leading and supporting studies on Federal merit systems and assessing significant actions of the U.S. Office of Personnel Management, the Federal Government's central human resources agency. In that role, James has authored studies on selection interviewing, automated hiring systems, and the employment and advancement of women in the Federal Government. James previously worked as policy specialist and evaluator with the U.S. Office of Personnel Management, and as an HR specialist with the U.S. Department of Housing and Urban Development.

James was a member of the Board of Directors of the International Public Management Association for Human Resources' Federal Section from 2002 through 2005, serving as the Federal Section President in 2004, and co-chair of the Federal Section's Education Committee from 2005 through 2007. James is a current member of IPMA-HR, the International Personnel Assessment Council (IPAC), the Society for Human Resource Management (SHRM), and the Personnel Testing Council of Metropolitan Washington (PTC/MW). James holds a B.A. degree in economics from the University of Chicago and an MBA from the University of Illinois at Urbana-Champaign.

### **D. MICHAEL WEST**

Michael West is a Senior Advisor with ADR Vantage, Inc. and provides a wide range of dispute resolution services; mediation, facilitation, training, conflict coaching, executive

leadership coaching and consulting services. He has 20 years of mediation and training experience in conflict resolution and is a certified coach with the International Coaching Federation. Michael draws on his previous 21 years of military service where he held mid and upper level management and leadership positions.

Michael has been a certified mediator through the Supreme Court of Virginia since 1992. He is a certified trainer as well as an adjunct professor teaching conflict resolution courses at the School for Conflict Analysis and Resolution, George Mason University, Fairfax, VA. Michael is a certified facilitator for the Myers Briggs Type Instrument, Emotional Intelligence and the Strength Deployment Inventory.

Michael has a depth of experienced in working within the culture of government agencies. He has 18 years of federal government experience with the Department of Education as a Dispute Resolution Analyst and the Department of Defense as an investigator with the Inspector General's office. He has mediated in other federal agencies and was a mentor mediator with the federal Shared Neutrals Program. He now provides conflict resolution services, conflict coaching, and training.

His education achievements include a Bachelor of Arts in Criminal Justice, a Master of Arts in Conflict Analysis and Resolution, and a certificate from Georgetown University's Executive Leadership Coaching Program. He is also a graduate of Inspector Course, Scotland Yard, London, England.

He has conducted training at both the state and national level. He has been a guest presenter at Johns Hopkins University School of Business, George Washington Law School, George Washington University Executive Leadership and Catholic University.

### **ERICA D. WHITE-DUNSTON**

In April 1999, Erica D. White-Dunston began her legal career as an associate specializing in civil rights and employment law. In June 2001, Ms. White-Dunston was hired as a Trial Attorney in the Office of General Counsel's Systemic Investigations/Litigation Unit with the U.S. Equal Employment Opportunity Commission (EEOC/Agency). In late 2006, Ms. White-Dunston transferred to the Agency's Office of Equal Opportunity (OEO), where she performed numerous assignments covering the entire spectrum of legal bases of alleged discrimination. In 2008, as a direct result of her ability to identify complaint trends, Erica chaired the Agency's Disability Task Force, charged by EEOC Chair Earp with examining the Agency's Disability program and presenting recommendations for both improving and potentially restructuring it as a model program.

Enthusiastic and passionate, coupled with her use of wit, active role-playing, and wealth of knowledge and various training certifications, Erica has been a featured presenter or instructor before diverse audiences, including, but not limited to, federal employees. In November 2010, Ms. White-Dunston became the Technical Advisor for Equity Diversity and Inclusion Operations (EDIO) at the Internal Revenue Service (IRS). Among her responsibilities in that capacity, Ms. White-Dunston is tasked with continuously

assessing the training needs of the various business units within that business division and updating, devising and implementing innovative training tools and modules for national dissemination. Currently, reassigned to Resource and Operations Management services at IRS, Ms. White-Dunston currently provides legal and training advice for EDIO, in addition to servicing national training programs for IRS.

A native Washingtonian who graduated from Archbishop Carroll High School, Erica was awarded the Lorraine Williams scholarship and numerous Trustee Awards for scholastic achievement from Howard University, where she graduated in 1995 with a Bachelor of Arts degree in History. Upon graduation in 1995, Ms. White-Dunston was awarded a full academic scholarship to Syracuse University College of Law. She graduated with her law degree in 1998, having received the Seely Johnson Award for Outstanding Leadership in an African American student, the Ralph Kharas Award for Outstanding Leadership in Moot Court, and elevation to the Order of the Barristers. A member of the Maryland and District of Columbia Bars, when not working, Ms. White-Dunston mentors teens, regularly is a featured speaker throughout the Washington-Metropolitan area, is an amateur singer at various events and loves to read.

#### **WILLIAM B. WILEY**

Mr. Wiley is an attorney in nationwide private practice representing federal agencies before the U.S. Merit Systems Protection Board (MSPB), the U.S. Equal Employment Opportunity Commission, the U.S. Office of Special Counsel, the Federal Labor Relations Authority (FLRA) and in arbitration. He is a specialist in the discipline of federal employees, the removal on nonperforming individuals, and the appeals processes available to federal civil servants. He is the author of several books in the field of federal employment law, including his most recent *UnCivil Servant: Holding Federal Employees Accountable for Performance and Conduct*. Mr. Wiley's first executive branch position was as an organizational psychologist in the field of human resources for the Department of the Navy. He progressed to the level of head of employee relations policy for the southwest region of Navy, servicing 25,000 employees in the fields of labor and employee relations. His first Presidential appointment was under President Reagan as an advisor to a member of MSPB. President G. H.W. Bush appointed him as chief of staff to the General Counsel of FLRA. President Clinton appointed him as Chief Counsel to the Chairman of MSPB, where he served for seven years, holding over under President G. W. Bush for an extended term. Upon leaving government in 2001, he founded the nonprofit Federal Employment Law Training Group, now an LLC, for the sole purpose of providing employment law training and related services to federal agencies, unions, and employees.

#### **MARQUI WILLOUGHBY**

Marqui Willoughby is a Federal Sector Appellate Attorney with the Equal Employment Opportunity Commission's (EEOC) Office of Federal Operations (OFO). As an Appellate

Attorney, Marqui determines complainant and agency appeals of Administrative Judge and final agency decisions on federal employee discrimination complaints and has drafted over 1,500 appellate decisions, including decisions involving complex class action certification, reasonable accommodation claims, Equal Pay Act claims, petitions for enforcement, settlement agreements, and grievance appeals. Marqui has also provided extensive training and outreach on Commission regulations and guidance to managers and employee associations. He has also conducted field evaluations of agency EEO programs, led OFO work groups on federal sector equal employment opportunities for women and African Americans, and served as a special EEO investigator.

Previously, Marqui worked for Legal Aid of North Carolina as a Family Law litigator. Additionally, he has served as a Special Assistant United States Attorney for the United States Attorney's Office in Washington, D.C. In that assignment, Willoughby represented the U.S. Government as a prosecutor for criminal cases in the District of Columbia.

Marqui has a Juris Doctor from the University of North Carolina School of Law and Bachelor of Arts degrees in Journalism and Political Science from the University of North Carolina at Chapel Hill.

### **CAMELLA M. WOODHAM**

Camella M. Woodham currently serves as the Deputy Director and Supervisory Attorney-Advisor in the U.S. Equal Employment Opportunity Commission's (EEOC) Office of Equal Opportunity, where she provides legal guidance and technical assistance on EEO matters. In this position, Camella supervises a staff of EEO professionals who conduct EEO investigations and counselings, conduct barrier analysis, manage special emphasis activities, draft settlement agreements, and Final Agency Decisions, and write and analyze mandated EEO reports.

With over 14 years of legal experience specializing in equal employment opportunity and affirmative employment, Camella has served as a facilitator for several agency sponsored training events for both internal and external audiences.

Camella is a graduate Howard University and Georgetown University Law Center. She is a member of the Maryland and District of Columbia Bars.

### **JEREMY D. WRIGHT**

Jeremy D. Wright is an Attorney with Kator, Parks, Weiser & Harris, P.L.L.C., in Washington, D.C. Mr. Wright's practice concentrates on representation of employees before state and federal courts, the EEOC, and the MSPB, in both individual and class action litigation. Mr. Wright is Chair of Kator, Parks, Weiser & Harris's Class Action Practice section.

Mr. Wright has served as class counsel in numerous EEOC class actions, including cases against the Department of Justice, the FBI, the Department of Transportation, the

Department of Veterans Affairs, and the U.S. Postal Service. Mr. Wright was awarded the 2007 Texas Law Fellows Excellence in Public Interest Law Award, and has been named a Super Lawyer Rising Star in Texas and Washington from 2005 to 2014.