

Ronald E. Richman

Partner

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**Co-head of the Employment & Employee Benefits Group.
Concentrates on the litigation of employee benefits, partnership cases, disputes involving hedge and private equity funds, employment disputes between employers and key employees, and restrictive covenant cases in federal and state courts throughout the United States.**

Ron defends employee benefit plans, fiduciaries and employers in class actions and in cases brought by individual plaintiffs. He also represents employers, employee benefit plans, fiduciaries and investment managers before the US Department of Labor, the Pension Benefit Guaranty Corporation and the Internal Revenue Service in connection with novel issues of law concerning plan mergers, terminations, spinoffs, fiduciary duties and prohibited transactions, and various aspects of withdrawal liability and mass withdrawal liability.

He has litigated, arbitrated and advised on several hundred withdrawal liability matters for multiemployer pension funds and employers. He has been very active in advising and representing employers and multiemployer pension plans in connection with the pension provisions of the American Rescue Plan Act.

Ron has litigated and advised on numerous restrictive covenant cases involving trade secrets, non-competition, nonsolicit, and breach of confidentiality and breach of loyalty issues. He has extensive experience in complex litigation, including class actions and disputes involving numerous parties.

Ron is recognized as a leading labor and employment litigation attorney by peer-review publications, including *Chambers USA*, *The Best Lawyers in America*, *New York Super Lawyers* and *Benchmark Litigation*.

He is a fellow of the American College of Employee Benefits Counsel and a member of the CPR Employment Dispute Committee of the CPR Institute for Dispute Resolution.

A former adjunct professor in NYU School of Continuing Education's Certified Employee Benefits Specialist Program, Ron frequently speaks and writes on employee benefit and employment topics of interest to the H.R. community, including presentations on legislative efforts in Congress to revise the law governing multiemployer pension plans, noncompetition agreements to federal court judges, the use of restrictive covenants by investment managers and legal issues for employers concerning the return to work during the COVID-19 pandemic.

Practices

EMPLOYMENT AND EMPLOYEE BENEFITS

EXECUTIVE AND MANAGEMENT TEAM REPRESENTATION

MERGERS AND ACQUISITIONS

REGULATORY AND COMPLIANCE

INSURANCE

Bar Admissions

New York

Court Admissions

US Supreme Court, 1984

US Court of Appeals, First Circuit, 1984

US Court of Appeals, Second Circuit, 1984

US Court of Appeals, Third Circuit, 1984

US Court of Appeals, Sixth Circuit, 2001

US Court of Appeals, Seventh Circuit, 2014

US Court of Appeals, Eighth Circuit, 2008

US Court of Appeals, Ninth Circuit, 1984

US District Court, Northern District of New York, 1982

US District Court, Southern District of New York, 1982

US District Court, Eastern District of New York, 1982

US District Court, Western District of New York, 1982

US District Court, Eastern District of Michigan, 2008

Education

Columbia Law School, J.D.

- Harlan Fiske Stone Scholar
- Emil Schlesinger Labor Law Prize

Cornell University, B.S.

Publications

Articles and Books

- “NY Times Fights Pension Withdrawal Liability In 2nd Circ.,” *Law360*, Jan. 3, 2019 (quoted)
- “2 New Cases Highlight Scrutiny of University Retirement Plans,” *Law360*, June 15, 2017 (co-author)
- “New Requirements for Independent Contractor Agreements in New York City,” *Westlaw Journal – Employment*, June 6, 2017
- “Private Equity Guide 2017 — USA,” *The International Comparative Legal Guide to: Private Equity 2017* (Global Legal Group) (contributor)
- “Update on the New Federal Overtime Regulations and the New York Minimum Wage,” *Westlaw Journal – Employment*, July 6, 2016 (co-author)
- “Federal Court Finds Private Equity Funds Liable for Pension Liabilities of Portfolio Company,” *Pratt’s Journal of Bankruptcy Law*, June 2016 (co-author)
- “New York City Commission on Human Rights Issues Enforcement Guidance on Fair Chance Act and Clarifies Credit Check Law Exemption,” *Benefits Law Journal*, Spring 2016 (co-author)
- “Recent Labor Department Actions Target Independent Contractor Misclassification, Overtime,” *Westlaw Journal – Employment*, Sept. 15, 2015 (co-author)
- “Now We Know How NYC’s Credit Check Ban Will Be Interpreted,” *Law360*, Sept. 4, 2015 (co-author)
- “2nd Circuit Adopts New ‘Primary Beneficiary’ Test for Determining if Unpaid Interns are Employees,” *Westlaw Journal – Employment*, Aug. 18, 2015 (co-author)
- “Multiemployer 401(k) Plan Nondiscrimination Testing,” *Bloomberg BNA – Benefits Practice Resource Center*, June 8, 2015 (co-author)

- “NYC Employers Should Check Themselves Before Employees,” *Law360*, May 22, 2015 (co-author)
- “New York State Eliminates Annual Wage Notice,” *Westlaw Journal – Employment*, March 3, 2015 (co-author)
- “ERISA Presumption of Prudence in ‘Stock Drop’ Cases Rejected,” *New York Law Journal*, July 23, 2014
- “The Benefit of Whose Bargain? Courts Grapple with Administrative Expense Priority for Postpetition Withdrawal Liability Claims,” *Norton Journal of Bankruptcy Law and Practice*, Vol. 21, No. 4 (2012) (co-author)
- “Is *Moench* the End of the Road for Employer ‘Stock Drop’ Claims? The ERISA ‘Stock Drop’ Framework Following the Second Circuit’s Adoption of the *Moench* Presumption in *In re: Citigroup ERISA Litigation*,” *BNA Pension & Benefits Daily*, Jan. 9, 2012 (co-author)
- “Tips on Complying with U.S. Department of Labor Fee Disclosure Rules,” *Human Resources 2008*, Summer Edition
- “The Current Protections of the Friendship Treaty Against Title VII,” *International Legal Strategy: Legal Risk Management for Japan Business Executives*, April 2000
- “What You Don’t Know About HIPAA and COBRA: How Recent Developments and Impending Changes Increase Your Liability Exposure and What You Can Do to Protect Your Organization,” *Council on Education in Management Personnel Law Update*, 1999
- “Weighing the Costs and Benefits of Employee Stock Ownership Plans,” *Family Business Succession Planning*, 1999
- “Health Plans: Eliminating the Limited Liability Exception,” February 1999
- “Revising the Rules for Health Plans: Proposed Changes to Claims and Appeals, Summary Plan Descriptions, and Health Plan Liability,” *Recent Developments in Executive Compensation and Employee Benefit Law*, January 1999
- “Post Employment Covenants Not to Compete,” *Current Issues in Employment Law*, December 1998

- “Age Discrimination Releases: Employer Protection or Empty Promises,” *International Legal Strategy: Legal Risk Management for Japan Business Executives*, October 1998
- “Prohibited Transactions Review and Update,” *Employee Benefit Issues: The Multiemployer Perspective 1995* (International Foundation of Employee Benefit Plans), 1996
- “ERISA: Fear and Loathing,” *The Metropolitan Corporate Counsel*, July 1996
- “Technology and Employee Benefit Plans: New Legal Issues,” *Employee Benefit Issues – The Multiemployer Perspective 1994* (International Foundation of Employee Benefit Plans), 1995
- “Employee Benefit Plans and Arbitration,” *Employee Benefits Journal*, September 1995
- “Employment Problems of Japanese Companies in the United States of America,” *International Legal Strategy: Legal Risk Management for Japan Business Executives*, March 1995
- “Problems with Japanese Employment Practices in the United States,” December 1994
- “Arbitrating Employment Disputes,” *The Metropolitan Corporate Counsel*, November 1994
- “Special Issues for Multiemployer Plans,” *Employee Benefits Today: Concepts and Methods* (International Foundation of Employee Benefit Plans), 1989
- “Innovation and Trends in Employee Benefits,” *Employee Benefits Annual 1987: Proceedings of the Annual Employee Benefit Conference* (International Foundation of Employee Benefit Plans), 1988
- “Employee Benefits: New Developments in Firm Matters,” Chadbourne & Parke, 1987
- *Trustees Handbook* (1987)

Schulte Publications

- “US Department of Labor Issues Final Rule on Independent Contractor Classification,” *Schulte Alert*, March 15, 2024
- “Employment Update: New York State Governor Hochul Vetoes New York State Non-Compete Ban Bill,” *Schulte Alert*, Dec. 26, 2023
- “Employment Law Updates,” *Schulte Alert*, Sept. 12, 2023
- “The NLRB Sets Forth A New Standard for Recognition of Unions,” *Schulte Alert*, Sept. 7, 2023
- “US Supreme Court Affirmative Action Ruling and Potential Impact on Employers,” *Schulte Alert*, Aug. 24, 2023
- “New Guidance and Proposed Regulations From the EEOC,” *Schulte Alert*, Aug. 23, 2023
- “New York on the Brink of Banning Non-Competes,” *Schulte Alert*, June 21, 2023
- “Recent Employment Law Updates,” *Schulte Alert*, June 7, 2023
- “NLRB Restricts Non-Disparagement and Confidentiality Clauses in Severance Agreements,” *Schulte Alert*, March 2, 2023
- “Employment Law Updates,” *Schulte Alert*, Feb. 24, 2023
- “The Secure Act 2.0 — Expansion of Retirement Security and Financial Well-Being Initiatives,” *Schulte Alert*, Feb. 24, 2023
- “FTC Proposes Rule to Ban Non-Compete Clauses,” *Schulte Alert*, Jan. 10, 2023
- “End-of-Year Employment Law Developments” *Schulte Alert*, Dec. 22, 2022
- “Recent Employment Law Updates,” *Schulte Alert*, Nov. 16, 2022
- “What Are the Retirement Plan Dollar Limits for 2023,” *Schulte Alert*, Oct. 25, 2022
- “U.S. Department of Labor Proposes New Worker Classification Rule,” *Schulte Alert*, Oct. 21, 2022

- “New York Launches Hotline for Workplace Sexual Harassment Complaints,” *Schulte Alert*, Aug. 22, 2022
- “New York Employment Update: Upcoming Windows to Claim Damages as a Result of Certain Sexual Offenses,” *Schulte Alert*, Aug. 8, 2022
- “Updated EEOC Guidance on Employer COVID-19 Testing,” *Schulte Alert*, July 20, 2022
- “EEOC Guidance on Artificial Intelligence in Hiring and Disability Discrimination,” *Schulte Alert*, July 13, 2022
- “PBGC Issues Final Rule for Special Financial Assistance Program,” *Schulte Alert*, July 11, 2022
- “The Department of Labor Releases Guidance on Mental Health Protections Under the Family Medical Leave Act,” *Schulte Alert*, July 7, 2022
- “New York City Council Votes to Delay Effective Date of New Salary Transparency Law to Nov. 1, 2022,” *Schulte Alert*, May 5, 2022
- “Guidance Issued on NYC Salary Disclosure Law,” *Schulte Alert*, April 6, 2022
- “EEOC Issues New Guidance on Caregiver Discrimination and COVID-19,” *Schulte Alert*, April 4, 2022
- “Current State of COVID-19 Protocols for Employers,” *Schulte Alert*, March 29, 2022
- “IRA Mandate for Private Sector Employers in New York State and New York City,” *Schulte Alert*, March 23, 2022
- “DOL Compliance Guidance on Plan Investments in Digital Assets,” *Schulte Alert*, March 16, 2022
- “Legislation Ending Forced Arbitration of Sexual Misconduct Claims,” *Schulte Alert*, Feb. 24, 2022
- “Updates on New York Employment Laws,” *Schulte Alert*, Feb. 18, 2022

- “New York State Lifts Indoor Mask Mandate for Most Locations,” *Schulte Alert*, Feb. 11, 2022
- “New Year, New Employment and Benefits Developments for Employers,” *Schulte Alert*, Jan. 20, 2022
- “New York City’s COVID-19 Vaccine Mandate for Private Employers and Other Recent Developments,” *Schulte Alert*, Dec. 21, 2021
- “New Vaccination Requirements for New York City Private Schools,” *Schulte Alert*, Dec. 8, 2021
- “OSHA Issues COVID-19 Vaccination and Testing Emergency Temporary Standard,” *Schulte Alert*, Nov. 10, 2021
- “Amendment Expands New York Whistleblower Protection Law,” *Schulte Alert*, Nov. 8, 2021
- “What Are the Retirement Plan Dollar Limits for 2022?” *Schulte Alert*, Nov. 4, 2021
- “Connecticut Employers Required to Disclose Wage Ranges Under New Law,” *Schulte Alert*, Sept. 29, 2021
- “NY HERO Act: Update to Model Plan,” *Schulte Alert*, Sept. 28, 2021
- “New York State Employers Must Activate Exposure Prevention Plans Under the NY HERO Act,” *Schulte Alert*, Sept. 13, 2021
- “New Requirements for Employers Using Criminal Background Checks in New York City,” *Schulte Alert*, Aug. 6, 2021
- “Update on NY HERO Act,” *Schulte Alert*, July 21, 2021
- “Updated Vaccination Guidance and New York Law Developments,” *Schulte Alert*, June 11, 2021
- “DOL Issues First Cybersecurity Guidance for Plan Sponsors,” *Schulte Alert*, May 17, 2021
- “COBRA Subsidies Under the American Recovery Plan Act of 2021 — What Employers and Plan Sponsors Need to Know,” *Schulte Alert*, April 14, 2021

- “Amendments to New York City’s Paid Safe and Sick Leave Law,” *Schulte Alert*, October 13, 2020
- “DOL Confirms Private Equity Can Be Small Components of Defined Contribution Plan Investments,” *Schulte Alert*, June 24, 2020
- “Qualified Retirement Plan Updates: The Changing Landscape for Communication with Participants,” *Schulte Alert*, June 23, 2020
- “Update: Employer Considerations for Returning to the Workplace,” *Schulte Alert*, June 5, 2020
- “Benefit Plan Updates (COVID-19),” *Schulte Alert*, May 20, 2020
- “Back to the Future: Employer Considerations for Returning to the Workplace,” *Schulte Alert*, May 18, 2020; republished in *The Hedge Fund Journal*, June 2020
- “401(k) and 403(b) Plans Under the CARES Act: Implementing Special Employee Relief,” *Schulte Alert*, April 3, 2020
- “COVID-19 Legislation — Impact on Individuals,” *Schulte Alert*, March 30, 2020
- “Tax-Qualified Retirement Plans Under the CARES Act (COVID-19),” *Schulte Alert*, March 30, 2020
- “Employer Concerns — New York Businesses and Nonprofits Required to Have All Employees Work From Home,” *Schulte Alert*, March 23, 2020
- “Employer Concerns — Federal and New York Legislation Responding to COVID-19 (with Chart of Requirements),” *Schulte Alert*, March 19, 2020
- “Employer Concerns — COVID-19,” *Schulte Alert*, March 17, 2020; republished in *The Hedge Fund Journal*, March 2020
- “First Circuit Court of Appeals Finds Private Equity Funds Not Liable for Pension Liabilities of Portfolio Company,” *Schulte Alert*, Dec. 5, 2019
- “DOL Proposes Changes to Federal Overtime Laws,” *Schulte Alert*, April 24, 2019 (co-author)

- “New York Paid Family Leave Benefits Law to Take Effect,” *Schulte Alert*, Dec. 1, 2017 (co-author)
- “University Retirement Plans Under Scrutiny for Excessive Fees,” *Schulte Alert*, June 6, 2017 (co-author)
- “New Requirements for Independent Contractor Agreements in New York City,” *Schulte Alert*, May 12, 2017 (co-author)
- “New York City to Ban Employer Inquiries and Reliance on Salary History,” *Schulte Alert*, April 7, 2017 (co-author)
- “SEC Whistleblower Update: New Enforcement Actions for ‘Chilling’ Language in Severance Agreements,” *Schulte Alert*, Dec. 22, 2016 (co-author)
- “Texas Court Blocks New Federal Overtime Rule,” *Schulte Alert*, Nov. 23, 2016 (co-author)
- “California Passes Legislation Limiting Enforceability of Forum Selection and Choice of Law Provisions in Employment Contracts,” *Schulte Alert*, Oct. 14, 2016 (co-author)
- “Update on the New Federal Overtime Regulations and the New York Minimum Wage,” *Schulte Alert*, May 27, 2016 (co-author)
- “Congress Passes the Defend Trade Secrets Act of 2016,” *Schulte Alert*, May 2, 2016 (co-author)
- “Federal Court Finds Private Equity Funds Liable for Pension Liabilities of Portfolio Company,” *Schulte Alert*, April 8, 2016 (co-author)
- *Schulte Pension and Health Plans: 2015 Year-End Review*, February 2016 (co-author)
- *Schulte Employment Law Update: 2015 Year-End Review*, January 2016 (co-author)
- “New York City Commission on Human Rights Issues Enforcement Guidance on Fair Chance Act and Clarifies Credit Check Law Exemption,” *Schulte Alert*, Nov. 11, 2015 (co-author)
- “New York City Commission on Human Rights Issues Enforcement Guidance on Credit History Law,” *Schulte Alert*, Sept. 3, 2015 (co-

author)

- “Recent Department of Labor Actions Seek to Limit Independent Contractor Misclassification and Raise the Salary Requirements for Overtime Exemption,” *Schulte Alert*, Aug. 7, 2015 (co-author)
- “Second Circuit Adopts New ‘Primary Beneficiary Test’ for Determining Whether Unpaid Interns Are Employees,” *Schulte Alert*, July 27, 2015 (co-author)
- “New York City to Ban Employer Pre-Offer Inquiries About Applicant Criminal Records,” *Schulte Alert*, July 2, 2015 (co-author)
- “NLRB’s Office of the General Counsel Addresses Employee Handbook Policies,” *Schulte Alert*, May 12, 2015 (co-author)
- “New York City to Restrict Employers’ Use of Credit History in Employment Decisions,” *Schulte Alert*, April 30, 2015 (co-author)
- *Schulte Employment & Employee Benefits Developments: New Health Care Compliance Considerations for Employers in 2015*, January 2015 (co-author)
- “New York State Eliminates Annual Wage Notice,” *Schulte Alert*, Jan. 22, 2015 (co-author)
- “Update on New York City’s Paid Sick Leave Law,” *Schulte Alert*, April 11, 2014 (co-author)
- “2014 Employment Law Updates for New York Employers,” *Schulte Alert*, Jan. 31, 2014 (co-author)
- “Accommodations for Disabilities Under the New York City Human Rights Law,” *Schulte Alert*, Nov. 26, 2013 (co-author)
- “Recent Employment Law Updates for New York Employers,” *Schulte Alert*, Oct. 24, 2013 (co-author)
- *Schulte Employment & Employee Benefits Developments: Health Care Compliance Burdens Continue to Weigh on Employers*, Fall 2013 (co-author)
- “ERISA Liabilities of Private Equity Funds: First Circuit Addresses Control Group Liability,” *Schulte Alert*, Aug. 2, 2013 (co-author)

- “Supreme Court’s DOMA Decision Sparks Changes in Employee Benefits,” *Schulte Alert*, July 16, 2013 (co-author)
- “New York State Minimum Wage Increases and New York City’s Paid Sick Days Requirements,” *Schulte Alert*, May 14, 2013 (co-author)
- “Unemployed Persons: A New Protected Class in NYC,” *Schulte Alert*, April 4, 2013 (co-author)
- “New Poster and Forms for US Employers,” *Schulte Alert*, March 19, 2013 (co-author)
- “IRS Broadens Program for Re-Classification of Independent Contractors as Employees,” *Schulte Alert*, Jan. 14, 2013 (co-author)
- *Schulte Employment & Employee Benefits Developments: 2012 Year-End Reminders for Pension Plan Sponsors*, December 2012 (co-author)
- “New Requirements for Employers’ Background Checks and Social Security Number Usage,” *Schulte Alert*, Dec. 3, 2012 (co-author)
- “What Do Retirement Plan Sponsors Have to Do Now that the ERISA 408(b)(2) Fee Disclosure Deadline Has Come and Gone?,” *Schulte Alert*, July 2012 (co-author)
- “EEOC Issues New Guidance Regarding Applicants and Employees with Criminal Records,” *Schulte Alert*, June 12, 2012 (co-author)
- *Schulte Employment & Employee Benefits Developments: Special Healthcare Reform Issue*, Winter 2012 (co-author)
- “IRS Launches New Voluntary Classification Settlement Program,” *Schulte Alert*, Nov. 23, 2011 (co-author)
- “FASB Enhances Disclosure Requirements for Employers Participating in Multiemployer Plans,” *Schulte Alert*, Nov. 10, 2011 (co-author)
- “The Second Circuit’s Adoption of the *Moench* Presumption of Prudence Provides ‘Accommodation’ for Employers Facing Stock Drop Suits,” *Schulte Alert*, Oct. 24, 2011 (co-author)
- “New Reporting Requirements for New York State Employers,” *Schulte Alert*, Sept. 15, 2011 (co-author)

- “Reminder: Cafeteria Plans May Need to be Amended for Health Care Reform Over-the-Counter Drug Requirements,” *Schulte Alert*, June 6, 2011 (co-author)
- “Supreme Court Expands Availability of Retaliation Claim to Parties ‘Connected’ to an Employee Who Complains of Discrimination,” *Schulte Alert*, March 4, 2011 (co-author)
- “New York’s Wage Theft Prevention Act Creates New Employer Obligations and Increases Penalties,” *Schulte Alert*, Feb. 23, 2011 (co-author)
- “Internal Revenue Code Section 409A: Tax Relief for Non-Compliant Separation Pay Arrangements,” *Schulte Alert*, Dec. 23, 2010 (co-author)
- “New York Extends Protection to Domestic Workers and Bereavement Benefits to Same-Sex Committed Partners,” *Schulte Alert*, November 2010 (co-author)
- “2011 Dollar Limits for Retirement Plans,” *Schulte Alert*, October 2010
- *Schulte Employment & Employee Benefits Newsletter*, Fall 2009
- “The New York City Indoor Smoke-Free Air Act of 2002,” *Schulte Alert*, March 2003 (co-author)
- “New York State’s Newest Protected Classification: Sexual Orientation,” *Schulte Alert*, January 2003 (co-author)
- “Future of New York’s New Union Neutrality Law Uncertain,” *Schulte Alert*, January 2003 (co-author)
- “New York City Passes ‘Living Wage’ Law,” *Schulte Alert*, January 2003 (co-author)
- “New York State Legislation Mandates Prescription Drug Plan Coverage of Contraception,” *Schulte Alert*, January 2003 (co-author)
- “New Guidance on National Origin Discrimination Addresses Difficult Issues of Language, Accent, and Dress,” *Schulte Alert*, January 2003 (co-author)

- “New York State Amends Anti-Discrimination Laws To Require Religious Accommodations,” *Schulte Alert*, January 2003 (co-author)
- “Employment Terminations: Navigating the Minefield – An Employer’s Guide to Conducting a Non-Union Reduction in Force (RIF),” *Schulte Employment and Employee Benefits Issues*, 2002
- “Another Protected Class in New York City? Expanding the Protection of Gender-Based Discrimination,” *Schulte Alert*, June 2002 (co-author)
- “Striking Down the Notice Requirement: Has the Supreme Court Helped or Harmed Employers?,” *Schulte Alert*, June 2002 (co-author)
- “New Law Protects Health Care Employees Who Blow the Whistle,” *Schulte Alert*, May 2002 (co-author)
- “Holiday Parties Can Leave Employers with Serious Headaches,” *Schulte Alert*, December 2000 (co-author)
- “Emerging Issues in Restrictive Covenant Law,” *Schulte Alert*, December 2000 (co-author)
- “Monitoring Employee E-mail and Internet Use,” *Schulte Alert*, December 2000 (co-author)
- “New Guidance on Obtaining Employee Medical Information: Dare You Ask?,” *Schulte Alert*, December 2000 (co-author)
- “Non-Union Employees’ Rights Expanded by NLRB,” *Schulte Alert*, December 2000 (co-author)
- “OSHA Rule on Ergonomics Is Painful for Employers,” *Schulte Alert*, December 2000 (co-author)
- “To Explain or Not To Explain: What To Say To An Employee Who Is Being Fired,” *Schulte Alert*, December 2000 (co-author)
- “IRS Relaxes Anti-Cutback Rules,” *Schulte Alert*, December 2000 (co-author)
- “Litigating Against HMOs After Pegram v. Herdrich,” *Schulte Alert*, December 2000 (co-author)

- “New Guidance on Employee Benefits Discrimination,” *Schulte Alert*, December 2000 (co-author)
- “New Labor Department Rules on ERISA Plan Requirements,” *Schulte Alert*, December 2000 (co-author)
- “Unions Gain a New Organization Weapon-Your Temporary Employees,” *Schulte Alert*, December 2000 (co-author)
- “Women’s Health and Cancer Rights,” *Schulte Alert*, December 1999 (co-author)
- “The Federal Trade Commission Opines That the Fair Credit Reporting Act Applies to Investigations of Harassment Performed by Third Parties,” *Schulte Alert*, May 1999 (co-author)
- “U.S. Department of Labor Sues Time Warner for Misclassifying Employees: Are You Next?,” *Schulte Alert*, December 1998 (co-author)
- “The Supreme Court Broadens Disability Law Protections,” *Schulte Alert*, July 1998 (co-author)
- “U.S. Supreme Court Expands Liability, Establishes Standards for Workplace Sexual Harassment Claims,” *Schulte Alert*, July 1998 (co-author)

Speaking Engagements

- “Recent Withdrawal Liability Court Decisions,” Conference of Consulting Actuaries, October 2020
- “Return-to-the-Office – Employment Issues Amidst the Pandemic,” Schulte Webinar, July 2020
- “Management Company Challenges in the Current Environment,” Schulte 28th Annual Private Investment Funds Seminar, New York, January 2019
- “Employee Benefits: Legislative Update on Multiemployer Pension Reform,” National CLE Conference, Snowmass, Colo., January 2019
- “A Potpourri of Multiemployer Plan Issues,” National CLE Conference, Vail, Colo., January 2018
- “Recent and Upcoming Legal Developments Affecting Employers,” Schulte 26th Annual Private Investment Funds Seminar, New York, January 2017
- “PBGC vs. The Courts” and “Controlled Group Liability,” National CLE Conference, Snowmass, Colo., January 2017
- Schulte Employment & Employee Benefits Luncheon for Investment Managers, New York, June 2016
- “Withdrawal Liability Estimates: Caveat Emptor and Deference to the PBGC: What Do the Courts Really Think?,” National CLE Conference, Vail, Colo., January 2016
- Schulte Employment & Employee Benefits Luncheon for Investment Managers, New York, June 2015
- “ERISA: From No Plan Assets to Managing Plan Assets,” Schulte 24th Annual Private Investment Funds Seminar, New York, January 2015
- “Impact and Future Implications as a Result of the *Dudenhoeffer* Case,” National CLE Conference, Vail, Colo., January 2015

- “Understanding Pension Plan Liabilities,” Schulte 3rd Annual Distressed Investing Conference, New York, November 2014
- Schulte Employment & Employee Benefits Luncheon for Investment Managers, New York, May 2014
- Moderator, “Electronic Discovery” and “Empirical and Experimental Evidence of Discrimination,” 17th Annual NYU Workshop on Employment Law for Federal Judges (co-sponsored by the Federal Judicial Center and NYU’s Opperman Institute of Judicial Administration and Center for Labor and Employment Law), New York, March 2014
- “Labor, Employment and Benefits Legal Issues When Buying and Selling Companies,” PLI Webinar, March 2014
- “Sun Capital: What Happens Next,” National CLE Conference, Vail, Colo., January 2014
- “Employee Mobility Issues,” MFA General Counsel Forum, New York, December 2013
- Schulte Employment & Employee Benefits Luncheon for Investment Managers, New York, December 2013
- “Private Equity Sponsors and Organized Labor: Friends or Foes?,” Schulte 2nd Annual Distressed Investing Conference, New York, November 2013
- “Mergers of Defined Benefit Plans,” IFEBP 59th U.S. Annual Employee Benefits Conference, Las Vegas, October 2013
- Schulte Employment & Employee Benefits Luncheon for Investment Managers, New York, June 2013
- “Employment Litigation; Claims Against Employees,” NYU 16th Annual Employment Law Workshop for Federal Judges, New York, March 2013
- “Sponsors and Their Portfolio Companies in Distressed Situations,” Schulte 22nd Annual Private Investment Funds Seminar, New York, January 2013

- “Stock Drop Litigation: I Don’t Think We’re Done Yet,” National CLE Conference, Snowmass, Colo., January 2013
- “Mobility of Investment Management Professionals and Executives,” Schulte 21st Annual Private Investment Funds Seminar, New York, January 2012
- “Stock Drop Litigation: Are We Done Yet?” National CLE Conference, Snowmass, Colo., January 2012
- “The Last Case Standing: What Every Non-ERISA Litigator Should Know About ERISA Stock-Drop Cases,” Federal Bar Council ERISA Litigation, New York, December 2011
- “Restrictive Covenant Issues for Investment Managers,” Schulte Conference, New York, November 2011
- “Crisis Management: Handling Government Investigations,” Schulte 20th Annual Private Investment Funds Seminar, New York, January 2011
- “401(k) Stock Drop Case Litigation,” National CLE Conference, Vail, Colo., January 2011
- “Plan Mergers In Troubled Economic Times,” International Foundation of Employee Benefits Plans 56th U.S. Annual Employee Benefits Conference, Honolulu, November 2010
- “Social Networking in the Legal World, The Good, Bad, and The Ugly,” The Computer Forensic Show, New York, April 2010
- “Practical Implications of Legal Issues,” Cornell University Pension Protection Act: Issues and Challenges in Collective Bargaining, New York, April 2010
- “Recent Trends in ERISA 401(k) Stock Drop Litigation,” LEI’s 27th National CLE Conference, Employee Benefits Program, Vail, Colo., January 2010
- “Recent Trends in ERISA 401(k) Stock Drop Litigation,” LEI’s 26th National CLE Conference, Employee Benefits Program, Vail, Colo., January 2009

- “ERISA Fiduciary Issues-401(k) fees and 404 (c),” LEI’s 25th National CLE Conference, Employee Benefits Program, Vail, Colo., January 2008
- “PBGC: What Does the Future Hold?” National CLE Conference on Employee Benefits, 2006
- “The Pension Protection Act of 2006’s Impact on Multiemployer Plans,” UNITE HERE, 2006
- “ERISA Statute of Limitations – When Is It Too Late?,” 2005 National CLE Conference Employee Benefits Law, Snowmass, Colo., January 2005
- “Current Developments in Employment Law,” New York, May 2004
- “Plan Sponsor or Fiduciary: The Multiemployer Perspective,” NYU Center for Labor and Employment Law, New York, May 2004
- “The Decline in Pension Assets: The Rise in Litigation,” New York, April 2003
- “Lift-Outs: Offense and Defense,” Asset Management Acquisitions and Lift-Outs, New York, April 2002
- “Investment Management Employees and Non-Competition Issues,” Private Investment Seminar, New York, January 2002
- “Romance in the Workplace: Should Employers Be the ‘Love Police’?,” Privacy Issues in the Workplace: The Impact of Technology, New York, April 2001
- “Fiduciary Responsibility and Prohibited Transactions under ERISA,” 2001
- National CLE Conference Employee Benefits Law, Vail, Colo., January 2001
- “Current Litigation in Defined Contribution Plans,” Investment Management Institute, Amelia Island, S.C., March 2000
- “Fiduciary Responsibility,” Defined Contribution Forum, Investment Management Institute, 2000

- “Non-Compete Agreement: Enforceability in the Information Age,” Employment Law: Current Issues and Trends, Schulte Roth & Zabel LLP, 2000
- “D.C. Plans – Fiduciary Problems Will Follow the Money,” Public Funds Defined Contribution Roundtable: A Commitment to Education, Choice and Care Investment Management Institute, 2000
- “Litigation in Defined Contribution Plans – It Will Come,” Investment Management Institute, San Francisco, December 1999
- “Weighing the Costs and Benefits of Employee Stock Ownership Plans,” American Conference Institute, Family Business Succession Planning, New York, October 1999
- “United States Investment Initiatives,” Heartland Labor Capital Conference, Washington, D.C., April 1999
- “Education on Federal and State Policy Initiatives,” Heartland Labor Capital Conference Response Panel, 1999
- “Revising the Rules for Health Plans: Proposed Changes to Claims and Appeals, Summary Plan Descriptions, and Health Plan Liability,” American Corporate Counsel Association, New York, January 1999
- “Managed Healthcare Organization: ERISA Update, Capitalizing on a Market in Transition,” Association of Managed Healthcare Organizations, 1998
- “Harassment and Discrimination in the Workplace,” Management Awareness Training, Schulte Roth & Zabel LLP, 1998
- “Eliminating the Limited Liability Exception,” Association of Managed Healthcare Organizations, Washington, D.C., October 1998
- “Employment Law: Japan & United States,” Tokyo, 1996
- “Update on Prohibited Transactions, International Foundation of Employee Benefit Plans,” Honolulu, November 1995
- “Issues Arising Under the Taft Hartley Act,” American Forest Products Association, N.C., October 1995

- “Family Medical Leave Act and American Disabilities Act Update,” American Forest & Paper Association, April 1995
 - “Employment Law Issues for Japanese Employers in the United States,” Tokyo, 1995
 - “Arbitrating Employment Disputes,” Chadbourne & Parke, 1995
-

Memberships

- CPR Employment Dispute Committee, CPR Institute for Dispute Resolution
 - Fellow, American College of Employee Benefits Counsel
 - Board of Directors, Lawyers Alliance for New York (former)
-

Distinctions

- *Chambers USA*
 - *Benchmark Litigation*
 - *The Best Lawyers in America*
 - *New York Super Lawyers*
 - Lawyers Alliance for New York— 15-Year Circle Honoree
-

Prior Experience

- Co-Chair, Employment & ERISA Department, Chadbourne & Parke

Academic

- Adjunct Professor, Certified Employee Benefits Specialist Program, New York University School of Continuing Education, 1985-1990