Smart in your world
Arent Fox

Darrell S. Gay

Partner
New York, NY
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Practice Teams
Automotive
Labor and Employment

Areas of Focus
Employment Discrimination, Wage Hour Matters, Employee Relations, International Employment, Labor Relations, Workplace Training, Diversity

Practice Areas

Darrell S. Gay represents corporate and government clients with respect to their employee related issues. This includes hiring/discharge, discrimination matters, traditional labor/management relations, diversity, workplace training, privacy, wage and hour and issues related to international labor and employment concerns. Darrell's work for clients with regard to traditional labor matters includes union negotiations, elections, arbitrations, unfair labor practice charges and union avoidance. In addition, he serves as chief negotiator for his clients during collective-bargaining sessions.

Darrell counsels and provides assistance to clients with global issues, such as managing their data protection concerns, preparing international harassment training and resolving employment issues in assorted jurisdictions. He also assists clients in the establishment of business operations in foreign jurisdictions to enable the clients to engage in employment of both expatriates and local nationals.

Darrell has handled and managed significant cases involving single and multiple plaintiffs, single and multiple defendants, cases with allegations of serious continuing violations and high profile media cases. He not only has experience before administrative agencies, Federal and State courts, but has also handled investigations conducted by the New York State Attorney General's office.

Recent Articles and Legal Updates

- California Supreme Court Set to Rule on Meal and Rest Breaks for California Workers and Class Certification
- IRS Voluntary Classification Settlement Program
- Employers in New York City May Face Greater Exposure to Religious Discrimination Claims

» view all

Previous Work

Prior to joining Arent Fox, Darrell was a partner at two other significant international law firms, serving as the head of the US practice group at one of them. He also headed an employment and labor law boutique for several years in New York City. He served as a Commissioner with the New York State Civil Service Commission. Also, he was formerly associated with the Metropolitan Hospital Medical Center in New York, as Director of Labor Relations/Labor Counsel and with the National Labor Relations Board, Region 2 in New York,

as an attorney.

Professional Activities

Darrell previously chaired the Labor Law and Commercial Law sections of the National Bar Association and is a member of the American Bar Association and the Association of the Bar of the City of New York. Darrell is a Fellow of the College of Labor and Employment Lawyers and a Fellow of the American Bar Foundation.

A well-known leader in professional circles and in the community, Darrell has played a critical role in founding and leading several organizations. He is one of the original founding former board members of the Minority Corporate Counsel Association, an organization that advocates the expanded hiring, retention and promotion of minority attorneys in corporate law departments and law firms. He is the immediate past chair and a founding board member of the National Employment Law Council, the leading association of minority management-side employment lawyers.

Darrell chaired the task force merging the historical Harlem Lawyers Association and the Bedford Stuyvesant Lawyers Association to form the Metropolitan Black Bar Association, the largest minority bar in New York State.

His appointments include:

- Commissioner, New York State Civil Service Commission
- Member, Governor's Task Force on Sexual Harassment
- Member, Human Rights Arbitration Committee
- Member, Board of Advisors, New York State Division of Human Rights
- Member, City of New York Manhattan Community Board No. 4

Publications, Presentations and Recognitions

Darrell has appeared on many radio and television talk shows including Court TV, The Phil Donahue Show and Straight Talk, and he is a frequent speaker for the ABA, NBA, NELC, MCCA, PLI and other programs at various law schools on a host of topics related to labor and employment law.

His recognitions include:

- The Best Lawyers in America, Employment Law – Management, 2012
- The International Who's Who of Management Labour & Employment Lawyers 2010 and 2011
- The International Who's Who of Business Lawyers 2010 and 2011
- New York Super Lawyers, 2006, 2007, 2008 (Corporate Edition), 2009-2011
- Lawyer of the Year, Metropolitan Black Bar Association 2005
- Who's Who in American Law, 2005-2006 and 2010-2011
- Who's Who in Black New York City
- Leadership New York
- "Forty Under Forty," Crain's New York, 1990

Press Coverage

- Numerous Arent Fox Attorneys Selected for Inclusion in Latest Editions of The Best Lawyers in America® and New York Super Lawyers 2012 Editions
- Arent Fox Partner Darrell Gay Published in Employment Law 360 -- "Reclassify Workers, Avoid IRS Audits"
- Fourteen Arent Fox Attorneys Recognized by *New York Super Lawyers* Magazine

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Bar and Court Admissions

Massachusetts Bar
New York Bar
US Court of Appeals, Second Circuit
US District Court, Northern District of New York
US District Court, Southern District of New York
US District Court, Eastern District of New York
US District Court, Western District of New York

Education

Columbia Law School, JD, 1979
Charles Evans Hughes Fellow
Writing and Research Editor, *Human Rights Law Review*
Metropolitan Chairman, Black American Law Students Association

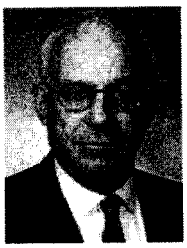
Fordham University, BA, 1976

Life Beyond the Law

Darrell is a board member of the New York City Mission Society and Jazzmobile.

JONES DAY

Willis J. Goldsmith
Partner



Partner-in-Charge
New York

CONTACT

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New York
(T) +1.212.326.3649
(F) +1.212.755.7306

EDUCATION

New York University (J.D. 1972); Brown University (A.B. 1969)

BAR ADMISSIONS

New York; District of Columbia; U.S. Supreme Court; U.S. Courts of Appeals for the Second, Third, Fourth, Fifth, Sixth, Seventh, and D.C. Circuits; and U.S. District Courts for the Southern, Eastern, and Northern Districts of New York; District of Columbia; and District of Maryland

GOVERNMENT SERVICE

Office of the Solicitor, U.S. Department of Labor (1972-1974)

Profile

Willis Goldsmith represents management in labor and employment law matters including practice before state and federal trial and appellate courts in matters arising under the NLRA, Section 301 of Taft-Hartley, ERISA, Title VII of the Civil Rights Act, and OSHA; in injunction, breach of contract, and employment cases; and in collective bargaining and labor contract administration.

Among his noteworthy matters is *Chamber of Commerce, et al. v. Brown,* which Willis argued before the U.S. Supreme Court. The Court, reversing an *en banc* decision of the Ninth Circuit, held that a California statute that prevented employers from using state funds to lawfully deter union organizing was preempted by the NLRA, noting federal labor policy favoring employer speech regarding union organizing efforts.

Willis is Partner-in-Charge in New York; from 1991 to 2006, he chaired the Firm's Labor & Employment Practice. He has authored numerous articles and participated in many conferences focusing on labor and employment law issues. Willis is a Fellow of the College of Labor and Employment Lawyers, member of the Labor Law Advisory Committee of the U.S. Chamber of Commerce, United States Council for International Business (Executive Committee), the advisory board of the NYU School of Law Center for Labor and Employment Law, the Association of the Bar of the City of New York, and the Labor and Employment Law sections of the ABA and the New York State Bar Association (Co-Chair, Committee on Labor Arbitration). He is a member of the board of directors of the Legal Aid Society of New York City and a member of Appleseed's New York Advisory Council.

EXPERIENCE HIGHLIGHTS

U.S. Chamber of Commerce and private employers prevail in U.S. Supreme Court ruling that California law was preempted by NLRA

Verizon Wireless obtains injunctive relief in action seeking to enforce non-disclosure, no-hire, and non-solicitation provisions against future competitor

Harman Newsweek completes successful negotiations with Newspaper Guild

AREAS OF FOCUS

Labor & Employment

Collective Bargaining, Contract Enforcement & Union Organizing

NLRB Proceedings & Appeals

Single & Multiple Plaintiff Employment Litigation

HONORS & DISTINCTIONS

Adviser, The American Law Institute, *Restatement of the Law Third, Employment Law*; *The Best Lawyers in America*, Labor and Employment Law; *Chambers USA: America's Leading Business Lawyers* (Band 1); 2008 *PLC Which lawyer?* (Highly recommended); *Human Resource Executive* Magazine: "The 100 Most Powerful Employment Attorneys in America"

adam t. klein

Partner
Email: atk@outtengolden.com
Office: New York

ADAM T. KLEIN is a partner of Outten & Golden LLP and is the chair of the firm's class action practice group. His practice is limited to the prosecution of class action and impact litigation of employment discrimination and wage and hour claims.

Mr. Klein presently serves as lead or co-lead plaintiffs' counsel in numerous major class-action lawsuits involving statutory-discrimination claims in the financial services industry and challenges to the use of credit and criminal history records for employment. At present, Mr. Klein is co-lead plaintiffs' counsel in lawsuits challenging employment practices at Goldman Sachs, Bank of America/Merrill Lynch and the federal Census Bureau. The Census Bureau litigation was filed in affiliation with a consortium of civil-rights organizations challenging the use of arrest and criminal history records as a screen for employment for over 700,000 applicants. Mr. Klein also prosecutes wage and hour class/collective actions against numerous major corporations and was counsel in major settlements involving IBM, Whirlpool, JP Morgan Chase, and other Fortune 500 companies. In addition, Mr. Klein serves as co-lead plaintiffs' counsel in nationwide discrimination class action lawsuits against Smith Barney (gender - Amochaev v. Smith Barney) and Morgan Stanley (race - Jaffe v. Morgan Stanley). Both the Amochaev and Jaffe cases are now settled – each settlement provides class members with substantial monetary relief and systematic changes to company practices.* Mr. Klein also served as co-lead plaintiffs' class counsel in "glass ceiling" gender discrimination class action against MetLife, based on discrimination in promotions and compensation. The term of the MetLife settlement agreement has expired.

Mr. Klein has testified before the Equal Employment Opportunity Commission and Congress on issues relating to employment law. Mr. Klein is a frequent lecturer and has participated in programs relating to employment law sponsored by the American Constitutional Society, the Institute for Judicial Administration, the American Bar Association, Cornell University, Georgetown University Law School, New York University Law School, the Law and Education Institute, the Practicing Law Institute, the National Employment Lawyers Association, the Bar Association of the City of New York, the Impact Fund, the American Conference Institute, and Strafford Publications.

Mr. Klein was selected by his peers in Best Lawyers in America and New York's Super Lawyers – Manhattan Edition 2007, 2008, 2009, 2010, and 2011. In addition, he was selected as a finalist for Lawdragon 500 Leading Lawyers in America in 2010. Mr. Klein is a member of the National Employment Lawyers

Association (NELA), served on the Executive Board of its New York Affiliate (NELA/NY) from 2000 to 2006, and is the former co-chair of the Class Action Committee of NELA. He served on the Executive Board of the Employee Rights Section of the American Trial Lawyers Association. Mr. Klein is a member of the American Bar Association, where he served as the Plaintiffs' Co-Chair of the Committee on Technology and Federal Law Clerks Training Program, and is a member of the Committees on Equal Employment Opportunity and Employee Rights and Responsibilities of the Section of Labor and Employment Law and the Class Action and Derivative Suits Committee of the Section of Litigation. Mr. Klein is the immediate past plaintiffs' co-chair of the largest Committee within the Labor and Employment Section – the Equal Employment Opportunity Committee. Mr. Klein is a Member of the Executive Board of the Lawyers' Committee for Civil Rights Under Law, and is also a member of the Federal Bar Council, a Fellow of the American Bar Foundation, a member of the Advisory Board of the Labor and Employment Law Program and Board of Directors of the Alumni Association of the School of Industrial and Labor Relations at Cornell University, and a member of the Advisory Board of the National Wage and Hour Clearinghouse.

Mr. Klein received his undergraduate degree from the School of Industrial and Labor Relations at Cornell University in 1987 and his law degree from Hofstra University in 1990. He was admitted to the New York bar in 1991.

Mr. Klein is admitted in New York and in the federal Second, Ninth, and Eleventh Circuits and the Southern, Eastern, and Western Districts of New York.

**Prior results do not guarantee a similar outcome.*

MEYER, SUOZZI, ENGLISH & KLEIN, P.C.

COUNSELORS AT LAW

Labor Law, Employment Lawyers, ERISA - New York, NY

Hanan B. Kolko

Law Practice
Hanan B. Kolko, a skilled and experienced litigator in labor, and employee benefits law, joined Meyer, Suozzi, English & Klein, P.C. as an Of Counsel in 1999. He became a Member of the firm in 2003. Examples of the wide variety of Mr. Kolko's litigation practice include the successful defense of no-cost, lifetime post-retirement medical benefits for hundreds of retirees and their dependents, the successful collection of monies due to pension funds under the "control group" theory, successful defenses of unions against claimed flaws in their election procedures and contract ratification procedures, and the successful defense of unions against claimed violations of state and federal age discrimination claims in connection with collectively bargained retirement incentive programs.

In addition to representing union clients before the National Labor Relations Board and the New York State Public Employment Relations Board, Mr. Kolko has skillfully handled hundreds of arbitration cases, including those involving employee discipline and job protection guarantees. Mr. Kolko has helped union clients navigate Department of Labor investigations and bankruptcy court proceedings, and has successfully represented union members unfairly accused of breaching union by-laws. Mr. Kolko provides counsel to unions about their rights and obligations on a daily basis.

Professional Profile
From 1994 until 1999, Mr. Kolko was a partner of the law firm of Vladeck, Waldman, Elias & Engelhard. Since 2001, Mr. Kolko has served as the Secretary-Treasurer of Working Today, and is currently a member of the Board of this leading advocacy group for the growing American contingent labor force. Mr. Kolko has served since 1989 as an Adjunct Professor for the Cornell University School of Industrial and Labor Relations, teaching and lecturing in the areas of labor law, public sector labor law, employment discrimination, the law of workplace privacy, arbitration practice, and building trades labor law. Mr. Kolko is currently Chairman of the Freelancers Union Board and has served on their Board of Directors since 2001. He is also Co-Chair of the Freelancers Insurance Company Board, as well as a member of the Labor and Employment Law Advisory Council at Cornell University, School of Industrial and Labor Relations, and is a member of the Boy Scout Troop 12 Committee.

Presentations
Mr. Kolko has lectured and presented papers on criminal aspects of labor law and collective bargaining obligations to the Labor Law Section of the American Bar Association.

Admissions
Mr. Kolko is admitted to practice law in New York State, before the United States Court of Appeals for the Second Circuit, and the United States District Courts for the Southern and Eastern Districts of New York.

JONES DAY.

Matthew W. Lampe (Matt)

Partner

CONTACT

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New York

(T) +1.212.326.8338

(F) +1.212.755.7306

EDUCATION

Cornell University (J.D. magna cum laude 1989; Order of the Coif); Kenyon College (B.A. magna cum laude 1986; Phi Beta Kappa)

BAR ADMISSIONS

New York and Ohio; U.S. Supreme Court; U.S. District Courts for the Southern and Western Districts of New York and the Southern and Northern Districts of Ohio; and U.S. Courts of Appeals for the Second, Third, Sixth, Seventh, Ninth, and Tenth Circuits

Profile

Matt Lampe represents employers throughout the country in class action and other complex litigation, including cases under the FLSA, ERISA, Title VII, ADA, and ADEA. He has extensive experience leading the defense of clients facing employment class actions across multiple jurisdictions. Matt also defends employers in a wide variety of single plaintiff lawsuits, including discrimination, wrongful discharge, invasion of privacy, and benefits cases. In addition to defending their interests in litigation, Matt counsels clients across a broad spectrum of employment law and litigation avoidance topics. He has particularly deep experience in wage and hour compliance and audit strategies.

Matt leads the Firm's Labor & Employment Practice in the New York Office. He speaks frequently throughout the country on employment-related topics, including class action defense and wage and hour compliance. His publications include "Procedural Approaches for Countering the Dual-Filed FLSA Collective Action and State-Law Wage Class Action," 20 *Lab. Law.* 311 (2005). He is a contributing author to the "Labor and Employment Law Blog: The Official Blog of the New York State Bar Association's Labor and Employment Section," in which he writes about significant developments in labor and employment law.

Matt is a Fellow in The College of Labor and Employment Lawyers. He is a life member of the U.S. Court of Appeals Sixth Circuit Judicial Conference and is a member of the Labor & Employment Law Committee of the Association of the Bar of the City of New York and the Labor and Employment Law Sections of the American Bar Association and the New York State Bar Association.

EXPERIENCE HIGHLIGHTS

Alderwoods defeats class certification in nationwide off-the-clock case

AstraZeneca defeats pharmaceutical representative misclassification claims and class certification in Pennsylvania, New York, and California

Scotts Company wins sanctions against plaintiff and her attorney

AREAS OF FOCUS

Labor & Employment

Class Action Employment Litigation

Federal and State Wage-Hour Counseling & Litigation

Single & Multiple Plaintiff Employment Litigation

HONORS & DISTINCTIONS

Consistently named to "America's Leading Lawyers" by *Chambers USA*, *The Best Lawyers in America*, *New York Super Lawyers*, and *The Legal 500*

Marc Romano

Owner/President, Ignyte Inc. Legal Industry Branding

Rochester, New York Area Management Consulting

Current	**President/Owner / contact - marc@ignyte.ms** at **Ignyte Inc.**
Past	Major Account Director at ICE Communications
	Senior Account Brand Manager at BBD&O New York
	Account Manager at Young&Rubicam New York
Education	Saint John Fisher College
Websites	Company Website
Public Profile	http://www.linkedin.com/in/ignyte

Summary

Ignyte is a brand advisory company vertically focused on the legal profession. We help our clients create growth through market positioning, competitive differentiation, client retention strategies and the creation of client centered value models that leverage unique strengths.

We work with boutique and mid size law firms in U.S. and International markets.

We engage with our clients in the development of the 21st Century law firm, firms that are better positioned to market effectively and set a course for healthy growth in a changing industry, an Internet based business society, and a global marketplace.

The legal profession is experiencing fundamental change due to the evolving needs of the market, disruptive innovation caused by new applications in technology, and the increasing population of progressive firms that more effectively meet the "high value" needs of clients.

We view change as a constant in business. Markets and the inputs that affect them continuously evolve. To remain relevant, companies must evolve and adapt. Law firms that do not evolve to accommodate market change will, in time, become largely irrelevant and unable to effectively compete.

Ignyte provides four critical values:

1. We develop brand and market positioning that aligns a law firm's interests with those of its clients, acts as a strategic foundation for marketing, and builds the value of the brand as a business asset.

2. We connect people inside the firm with the brand to maintain competitive strengths and drive growth by:
>Creating a more innovative culture.
>Aligning people, processes, and behavior with brand strategy.

3. We apply metrics to measure brand/market related activities and performance. Metrics are linked in with brand and market strategy and are created to measure performance against a critical success factor.

4. We develop Web 2.0 strategy - web applications that facilitate participatory information sharing, knowledge exchange and collaboration.

Specialties

Our website is a deep knowledge share on the changing legal profession and the driving forces behind this evolution.

Our client's single commonality is their desire to change perception, enhance business performance and evolve to a stronger market position.

Let's talk about your biggest performance and growth challenges and how we can help you solve them. Lunch is on us.

Experience

President/Owner / contact - marc@ignyte.ms

Ignyte Inc.
Management Consulting industry
April 1996 – Present (15 years 8 months)

Focus: Legal Profession Branding / Market Positioning
Locations: Rochester - Manhattan - Toronto
website: http://www.ignyte.ms
Contact: Marc Romano
marc@ignyte.ms
website: http://www.ignyte.ms

Ignyte is a premier provider of brands that transform business.
We focus on the legal profession.

Major Account Director

ICE Communications
August 1994 – April 1996 (1 year 9 months)

Senior Account Brand Manager
BBD&O New York
August 1989 – June 1994 (4 years 11 months)

Account Manager
Young&Rubicam New York
January 1983 – August 1989 (6 years 8 months)

Education

Saint John Fisher College
Management/Economics
Palm Beach Junior College - Preparatory School

Economics - Audit
University Of Rochester

Strategic Planning
Brand Management
BBDO/Omnicom, Corporate University, New York, NY

Strategic Market Planning
Competitive Strategy
Young&Rubicam, Corporate University, New York, NY

Certificate – Red Box Institute - Effective personal leadership and human management insight. 1993

Certificate –Red Box Institute – Mastering change through continuous innovation. 1993

Completed extensive training in the areas of Leadership, Negotiation and Business Management.