

Michael J. Torchia, Esq.

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(photograph and additional information available at www.sogtlaw.com)

LEGAL EXPERIENCE

Semanoff Ormsby Greenberg & Torchia, LLC, Huntingdon Valley, PA

A Managing Member, 2000-present

Partner, 1998-2000, Semanoff, Ormsby & Greenberg, LLP

Associate, 1995-98

Represents and advises businesses and individuals in all phases of civil litigation in state and federal court, administrative agencies and arbitration with a strong concentration in business, employment and commercial disputes

Firm is corporate counsel to many mid- and large sized regional businesses as well as Pennsylvania litigation counsel for national and international corporations

Received AV rating from Martindale-Hubbell which identifies a lawyer with very high to preeminent legal ability and highest professional and ethical standards

Organizes and presents seminars concerning a wide variety of employment-related topics including Workplace Investigations, at-will employment, hiring and firing; Title VII, Family and Medical Leave Act of 1993, The Americans With Disabilities Act of 1990, Fair Labor Standards Act, trade secrets and restrictive covenants, sexual harassment, discrimination, retaliation, etc.; consultant to Human Resources personnel for various companies; review and draft employee policies and handbooks

Rutgers University School of Law- Camden, Camden, NJ

Adjunct Faculty Member – Trial Advocacy (practicum) Fall 2013; Fall 2014; Spring 2016, Spring 2017, Spring 2019

Clark, Ladner, Fortenbaugh & Young, Philadelphia, PA

Associate, 1991-95

Labor and Employment Section of Commercial Litigation Department.

Member Hiring Committee, 1993-1995

Represented business and individuals in all phases of civil litigation with a concentration in employment and labor law.

Organized and presented seminars concerning Title VII, sexual harassment, Fair Labor Standards Act, Family and Medical Leave Act of 1993, and the Americans With Disabilities Act of 1990; review and draft employee handbooks

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The Honorable Clarkson S. Fisher, Senior Judge
United States District Court, District of New Jersey (Trenton)
Summer Law Clerk, 1989

Independent Workplace Investigator/Expert Witness

Conducts independent workplace investigations nationwide of claims of sexual harassment, discrimination, retaliation, wrongful discharge, defamation and employee malfeasance for both public and private employers. Various clients including large international corporations, public entities, state and federal governmental agencies and departments and closely held businesses

Testified at Department of Labor and Industry Committee hearing of the Pennsylvania House of Representatives as expert in workplace investigations, April 2018

Author of Workplace Investigations portion of Chapter 6 and Employment At-Will portion of Chapter 7 in Pennsylvania Employment Law Deskbook (Peter J. Ennis, Editor) 2013 ed. and updates (2014, 2015)

Author of Pennsylvania Bar Institute books on workplace investigations for seminars

Prepares written Investigative Reports; testifies at deposition, arbitrations and trials as Investigator

Hired as Expert Witness in Workplace Investigations by both plaintiff and defendant to provide opinion on sufficiency of previously completed investigation

Testified and qualified as expert witness in workplace investigations at federal court trial of *Dunn v. Mercedes-Benz of Fort Washington, Inc.*, 10-CV-1662 (E.D. of Pa. 2012), April, 2012

Hired to train in-house investigators in Pennsylvania Commonwealth agencies and private industry

Conducted over 130 workplace investigations

Member: Association of Workplace Investigators

RECOGNITION

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The Honorable Joseph M. Nardi, Jr. Distinguished Service Award, Rutgers Law School Alumni Association, 2017

Chosen as “Super Lawyer” in the field of Employment Law
as published in Philadelphia Magazine, each year 2009 – present
“Philadelphia Top 100” 2021

Martindale-Hubbell® AV rated 1997 – present

Martindale-Hubbell® Pre-eminent Attorney
in the fields of Employment Law and Commercial Litigation; 2003-present

Chosen as “Awesome Attorney” by Suburban Life Magazine, 2010

Chosen as “Leader in the Law” by Philadelphia Business Journal, 2007-2009, 2011, 2013

EDUCATION

LEGAL

Rutgers University School of Law-Camden, NJ, Juris Doctorate, 1991

Rutgers Law Journal, 1990-91

Third-Year Class President

Judge James Hunter III, Memorial Advanced Moot Court, Finalist 1989-90

Best Brief Overall and Top Ten Oralist (individual)

Award: 1990 Excellence in Civil Litigation presented by

The Center for Forensic Economic Studies

Honors: Best Oralist in First Year Moot Court; voted Most Likely to Become a

Judge; voted Person You Would Most Want to Represent You in Court

First /Second Year Representative Student Bar Association, 1988-90

Teaching Assistant, Research and Writing, 1989-90

GRADUATE AND UNDERGRADUATE

Trenton State College, Trenton, NJ, Master of Arts, summa cum laude (4.0),
1988

New Jersey Certificate in Educational Supervision, 1988

Graduate project: “The Public School Supervisor and School Law”

University of Hartford (Hartt School of Music), Hartford, CT

B.Mus.Ed., cum laude, 1983

BAR ADMISSIONS AND ASSOCIATIONS

Chair, Montgomery County Bar Association,

Employment Law Committee 2018-2020

Montgomery County arbitrator 2007-2020

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United States District Court for the
Eastern District of Pennsylvania arbitrator 2007-present

Association of Workplace Investigators 2012-present

Licensed to practice law in Pennsylvania and New Jersey
Admitted to practice before Pennsylvania and New Jersey state courts, federal
courts for the Eastern, Middle and Western Districts of Pennsylvania, New
Jersey District Court, Colorado District Court, Third Circuit Court of
Appeals and United States Supreme Court

Chancellor, Rutgers University School of Law (Camden) Alumni Association
1998-2000; First Vice Chancellor 1996-1998; Chancellor Emeritus 2000–
present; Member Board of Directors 1991-2015

American Bar Association, 1988-present
Bucks County Bar Association, 1993-present
Montgomery County Bar Association, 1995-present
Philadelphia Bar Association, 1990-present
New Jersey Bar Association, 1988-98; 2001-present
Bar Association for the Third Federal Circuit (founding member) 2009-present

Board of Directors, Bucks County Zoo 2010-2012
MENSA 2019-present

Selected Opinions

Retina Assoc. of Greater Phila., Ltd. v. Retinovitreal Assocs., Ltd., Mont. Cty. CCP, No. 09-32182. Successfully defended claim for over \$11 million after six day private arbitration.

Socko v. Mid-Atlantic Systems of CPA, Inc., 2014 Pa. Super. 103 (May 13, 2014) (allocator granted) (affirmed trial court that Uniform Written Obligations Act and “intending to be legally bound” language is insufficient to defeat requirement of additional valuable consideration for a non-competition provision offered to an employee after the start of employment); *Socko v. Mid-Atlantic Systems of CPA, Inc.*, 126 A.3d 1266 (Pa. 2015) (Pennsylvania Supreme Court affirming Superior Court).

Accu-Fire Fabrication, Inc. v. S.S. Sprinkler Co., Inc. and Midlantic Fire, LLC, U.S.D.C. for the E.D. of Pa., Docket #2:11-cv-03367-JCJ (securing jury verdict in favor of plaintiff for unpaid goods and services, the jury finding successor liability and full damages requested).

Brandner v. Innovex, Inc., 2012-Ohio-462 (First District, Hamilton County, Ohio, Feb. 10, 2012) (securing summary judgment in favor of company and against plaintiff alleging various employment related claims, affirmed in appellate court).

Bioquell Inc. v. Feinstein, et al., Civ. No. 10–2205, 2011 WL 673746 (E.D. Pa., Feb. 16, 2011) (successfully defending company and two individuals against claims of violation of non-competition provision, breach of contract and related claims in preliminary injunction).

Griffin v. De Lage Landen Financial Serv. Inc., 219 Fed. Appx. 245, 100 Fair Empl. Prac. Cas. (BNA) 233 (3d Cir. Pa., Mar. 13, 2007) (directed verdict granted at trial to dismiss claims of gender discrimination and retaliation affirmed).

Integrated Health Services, Inc. v. Lee, 281 B.R. 231 (Bankr. D. Del. 2002) (represented employer against two key executives; court upheld the former employee’s restrictive covenants and protected employer’s trade secrets).

Bailey v. United Airlines, 279 F.2d 194 (3d Cir. 2002) (represented age discrimination plaintiff in successful appeal to reverse the grant of summary judgment).

Spiersling v. First American Home Health Care Services, Inc., 737 A.2d 1250 (Pa. Super. 1999) (represented defendant in successful appeal, Superior Court holding no violation of public policy for an employer to discharge an employee for reporting Medicare fraud absent a statutory duty to do so).

Armbruster v. Unisys Corp., 32 F.3d 768 (3d Cir. 1994) (represented group of 14 age discrimination plaintiffs in successful appeal to reverse the grant of summary judgment).

Presentations and Articles¹

“Employment Law Update – Not Just COVID!” webinar presented from Semanoff Ormsby Greenberg & Torchia, LLC, December 9, 2021 (CLE credit 1 hour)

“Navigating the Minefields of Current Employment Issues,” webinar presented to Bee Bergvall & Co., November 3, 2021

“Navigating Pay Equity 2021” webinar presented with PROXUS, September 14, 2021

“Navigating the Minefields of Employment Issues Post-COVID,” webinar presented to Bee Bergvall & Co., Catalyst Non-Profit Institute, August 16, 2021

NBC-10 and 6ABC news appearances to discuss issues related to COVID-19 and employment considerations. March – June, 2020, April/September, 2021

¹ Numerous presentations to private associations and companies and clients on a variety of litigation and employment law topics, as well as public presentations prior to 1999 not included.

“Where’s The Remote?! Working from Home as COVID 19 Winds Down” webinar presented to Society for Human Resources Management (Southeastern Pennsylvania) (SEPA-SHRM), June 15, 2021

“Employment Law Update: COVID-19” webinar presented from Semanoff Ormsby Greenberg & Torchia, LLC, May 14, 2021 (CLE credit 1 hour)

“Employment Law Update” webinar presented at Bucks County Business Law Institute May 13, 2021 (CLE credit 1 hour)

“Employment Law Year in Review”; seminar co-presented at 2018, 2019, 2020, 2021 Pennsylvania Bar Institute seminar, Employment Law Institute, April 2018, April 2019, August 2020, April 2021 (CLE credit 1 hour)

“Roundtable: Elevating Employees Returning To Work” webinar presented with PROXUS, April 14, 2021

“Best Practices for Conducting and Managing Workplace Investigations” private webinar to Human Resources Department of corporate client (train the investigators session), March 16, 2021.

“COVID-19 Vaccine: Everything You Need to Know and Do” webinar co-presented with medical expert to the Eastern Montgomery Chamber of Commerce” March 9, 2021.

“Employee Accommodations Under The ADA (for the hearing and sight impaired)” webinar co-presented with Adam Karasch to national audience, December 17, 2020; and February 25, 2021

“ADA Compliance and Distance Learning” webinar co-presented with Adam Karasch to national audience, November 10, 2020; December 16, 2020; and February 24, 2021

“Coronavirus Updates for Employers Law Firms” seminar presented to Association of Legal Administrators, January 13, 2021 (CLE credit 1 hour)

“Coronavirus Updates for Employers” webinar presented to the Eastern Montgomery Chamber of Commerce” January 7, 2021 (CLE credit 1 hour)

“Best Practices for Conducting and Managing Workplace Investigations” private webinar to US and European Human Resources Department of corporate client (train the investigators session), December 10, 2020.

“The Confusing World of Employee Leave” webinar presented to University of Pennsylvania Occupational Medicine residents program, November 20, 2020 and May 28, 2020 (for resident program credit)

“Coronavirus and Employment Law – The Latest” webinar presented to the Chalfont-New Britain Business Alliance, November 18, 2020

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“Legal Toolkit for COVID-19 / COVID-19 Employment Law Issues for 2020”; Temple University webinar, September 21, 2020

“Employment and Human Resources Considerations in M&A”; Pennsylvania Bar Institute webinar, September 15, 2020 (CLE credit)

Employment Law Institute (Pennsylvania Bar Institute two day seminar, Philadelphia) Course Planner Panel 2014-2020

“Making the Most of Evidence in Your Employment Case”; webinar co-presented with two federal court district judges and two senior attorneys 2020 Pennsylvania Bar Institute, Employment Law Institute, August 2020 (CLE credit 1 hour)

“Return to Work Strategies” webinar presented with Kreischer Miller, and Connor Strong, June 24, 2020

“Back to Work – Navigating the New Normal” webinar presented to Society for Human Resources Management (Southeastern Pennsylvania) (SEPA-SHRM), June 16, 2020

“Overview of Employment Law Considerations During The COVID-19 Pandemic” webinar for Pennsylvania Bar Institute, May 22, 2020 (CLE credit 1 hour)

“Back to Work: Navigating Reopening” webinar presented to the PA State Alliance of YMCAs: May 13, 2020

“Back to Work: Navigating the New Normal During the COVID-19 Pandemic” webinar presented from Semanoff Ormsby Greenberg & Torchia, LLC, May 7, 2020 (CLE credit 1 hour)

“How Do YMCAs Prepare For Reopening?” webinar presented to the PA State Alliance of YMCAs: April 24, 2020

“Managing Your Law Firm During COVID-19” webinar presented with PROXUS to Association of Legal Administrators, April 9, 2020 (CLE credit 1 hour)

“CARES Act Overview” webinar presented to Pennsylvania Alliance of Nonprofit Organizations (PANO) April 3, 2020

“The Families First Coronavirus Response Act” webinar presented at Bucks County Business Law Institute with Patricia Collins, Esq., March 31, 2020 (CLE credit 1 hour)

“The CARES Act” webinar presented to the PA State Alliance of YMCAs: March 30, 2020

“COVID-19 Discussion Panel” webinar presented to the PA State Alliance of YMCAs: March 20, 2020

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“FFCRA Act Overview” webinar presented to Pennsylvania Alliance of Nonprofit Organizations (PANO) March 28, 2020

“Corona Phobia! How Employers Should Address the Workplace Effect of the Corona Virus” seminar/webinar presented at Semanoff Ormsby Greenberg & Torchia, LLC, March 13, 2020 (CLE credit 1 hour)

“Employment Law Issues for Law Firms” seminar presented to Association of Legal Administrators, January 16, 2020 (CLE credit 1 hour)

“Wage and Hour Update” seminar presented at Semanoff Ormsby Greenberg & Torchia, LLC, November, 2019 (CLE credit 1 hour)

“13 Reason Why You’ll Get Fired Under Today’s Employment Laws” seminar presented from Philadelphia Union Soccer on October 3, 2019 (CLE credit 1 hour)

“Hiring and Background Checks: Nobody Does It Right!” seminar presented at Semanoff Ormsby Greenberg & Torchia, LLC, May, 2019 (CLE credit 1 hour)

“The Confusing World of Employee Leave” seminar presented at Touchpoint Health Systems, Inc., April 2, 2019 (CLE credit 1 hour)

“New Jersey Employment Law Update” seminar presented to Middlesex and Mercer Medical Society, Princeton, NJ, March 12, 2019

“Preventing Sexual Harassment and Discrimination” seminar presented to Legislative Reference Bureau at State Capitol, Harrisburg, PA, February, 2019 (CLE credit 1 hour)

“I Can’t Keep Up!’ Employment Law Update” presented at Montgomery County Bar Association in association with Labor and Employment Committee, January, 2019 (CLE credit 1 hour)

“Sexual Harassment in the Workplace – An Overview for Legislative Staff and Lobbyists” presented at Pennsylvania Bar Institute’s annual one day “Legislate Update” seminar, November, 2018 (CLE credit 1 hour)

“Conducting Effective Workplace Investigations” presented to Democratic Caucus for the Pennsylvania State House of Representatives, November, 2018 (CLE credit 1 hour)

“Workplace Behavior: Avoiding Harassment, Discrimination and Retaliation” presented to the United States District Court for the Middle District of Pennsylvania judges and staff at annual conference, State College, PA, September, 2018 (CLE credit 1 hour)

“Preventing Sexual Harassment and Discrimination” seminar presented to House Republicans and House Democrats of Pennsylvania House of Representatives at {00039825;v4 }

- State Capitol, Harrisburg, PA November, 2017 and June, 2018 (CLE credit 1 hour)
- “Drug and Alcohol Issues in the Workplace” presented in the seminar “Drug and Alcohol Issues in Civil Litigation”; Pennsylvania Bar Institute seminar, May, 2018 (CLE credit 1 hour)
- Testified at Department of Labor and Industry Committee hearing of the Pennsylvania House of Representatives as expert in workplace investigations, April 2018
- “Who’s Next? What Employers Need To Do *Now* To Address Sexual Harassment Claims”; seminar co-presented at 2018 Pennsylvania Bar Institute seminar, Employment Law Institute, April 2018 (CLE credit 1 hour)
- “Who’s Next? What Employers Need To Do *Now* To Address Sexual Harassment Claims” seminar presented at Montgomery County Bar Association, Women in Law Committee, April, 2018 (CLE credit 1 hour)
- “What Non-Employment Lawyers Need To Know About Employment Law” seminar presented at Montgomery County Bar Association, April, 2018 (CLE credit 1 hour)
- “Who’s Next? What Employers Need To Do *Now* To Address Sexual Harassment Claims” seminar presented at Montgomery County Bar Association, Women in Law Committee, April, 2018 (CLE credit 1 hour)
- “Who’s Next? What Employers Need To Do *Now* To Address Sexual Harassment Claims” seminar presented at Proxus HR, January, 2018
- “Who’s Next? What Employers Need To Do *Now* To Address Sexual Harassment Claims” seminar presented at Semanoff Ormsby Greenberg & Torchia, LLC, December, 2017 (CLE credit 1 hour)
- “Employee Compensation: What Employers Need To Know To Avoid Getting Sued” seminar presented at Streamline Payroll, December, 2017
- “What Non-Employment Lawyers Need To Know About Employment Law” seminar presented at Bucks County Bar Association, October, 2017 (CLE credit 1 hour)
- “Fire At-Will: Wrongful Discharge in Pennsylvania”; course planner, moderator, presenter; 2003, 2006, 2009, 2011, 2013, 2017 Pennsylvania Bar Institute seminar (Live presentations in Philadelphia, Mechanicsburg, Pittsburgh, Scranton-Wilkes Barre; videotaped for 15 video replays; simulcast and webcast) (CLE credit 3 hours)
- “Employment Law 101: What Employers Need To Know To Avoid Getting Sued”; presented at Montgomery County Bar Association, July, 2017

- “What Non-Employment Lawyers Need To Know About Employment Law” seminar presented at Semanoff Ormsby Greenberg & Torchia, LLC, June, 2017 (CLE credit 1 hour)
- “Wage and Hour Update” presented at Southeastern Pennsylvania (SEPA) SHRM, June, 2017 for SHRM Training Credit
- “Employment Law Overview for Accountants”; presented at Business Development University CPE seminar in Marlton, NJ to CPAs.
- “Fire At-Will: Wrongful Discharge in Pennsylvania”; presenter and author; 2001-2007, 2011, 2014, 2015, 2017 Pennsylvania Bar Institute seminar, Employment Law Institute. (CLE credit 1 hour)
- “There’s No Place Like Home: Telecommuting and Remote Employees” seminar presented at Semanoff Ormsby Greenberg & Torchia, LLC, January, 2017 (CLE credit 1 hour)
- “Employment Law 2016: Five New Changes You Can’t Ignore”; presented at Semanoff Ormsby Greenberg & Torchia, LLC, November, 2016 (CLE ethics credit 1 hour)
- “Off to a Good Start (Up)”; presenter and author of “Employment Matters” session; 2013, 2014, 2016 Pennsylvania Bar Institute seminar (CLE credit 1 hour)
- “Manual of Steel: Updating Your Employee Handbook” presenter and author; 2016 Pennsylvania Bar Institute seminar, “A Day on Employment Law” (CLE credit 1 hour)
- “Effectively Conducting Workplace Investigations”; course planner, moderator, presenter; 2016 Pennsylvania Bar Institute seminar (Philadelphia, Mechanicsburg) (CLE credit 3 hours)
- “Nine Employment Law Issues Every Physician Should Know”; presenter, June, 2014 and June 2016, Pennsylvania Bar Institute seminar Representing Physician and Dental Practices (CLE credit 1 hour)
- “Fire At-Will: Wrongful Termination in Pennsylvania” presented at Southeastern Pennsylvania (SEPA) SHRM, June, 2016 for SHRM Training Credit
- “Hot Topics in Wage and Hour Law” presented at Semanoff Ormsby Greenberg & Torchia, LLC, May, 2016 (CLE ethics credit 1 hour)
- “Manual of Steel: Updating Your Employee Handbook” presenter and author; 2016 Pennsylvania Bar Institute seminar, Employment Law Institute, April 2016 (CLE credit 1 hour)
- Materials and process quoted in “The Process of Investigation,” Charles Sennewald and John K. Tsukayama, Elsevier Press, 2015, 4th ed., p. 325, 328

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“Employment Law Overview for Accountants” presented at Borislow, Factor & Kaufmann, LLC, November, 2015 (CPE credit 1 hour)

“Ethics 101” presented at Semanoff Ormsby Greenberg & Torchia, LLC, October, 2015 (CLE ethics credit 1 hour)

“Employee Handbooks – Time to Update!”; presented at Semanoff Ormsby Greenberg & Torchia, LLC, October, 2015 (CLE credit 1 hour)

“Nine Employment Law Issues Every Physician Should Know”; presenter, June, 2014 Pennsylvania Bar Institute seminar Physician and Dental Practices (CLE credit 1 hour)

“Recent Amendments to the Professional Rules of Conduct”; presented at Semanoff Ormsby Greenberg & Torchia, LLC, June, 2014 (CLE ethics credit 1 hour)

“Workplace Investigations: A Practitioner’s View”; course planner, moderator, presenter; 2014 Pennsylvania Bar Institute seminar (Philadelphia, Mechanicsburg, Pittsburgh). (CLE credit 3 hours)

“There’s No Place Like Home: Pros and Cons of Work At Home Policies” seminar presented at Semanoff Ormsby Greenberg & Torchia, LLC, April, 2014 (CLE credit 1 hour)

“10 Scary Things Every Businessperson Should Know About Employment Law”; seminar presented at Semanoff Ormsby Greenberg & Torchia, LLC, July, 2013 (CLE credit 1 hour)

“10 Scary Things Every Attorney Should Know About Employment Law”; seminar presented at Semanoff Ormsby Greenberg & Torchia, LLC, June, 2013 (CLE credit 1 hour)

“Pennsylvania Employment Law”; Pennsylvania Bar Institute, Paralegal Institute, May, 2013 (CLE credit 1 hour)

“You Talkin’ To Me?”: Individual Liability in Employment Law”; Pennsylvania Bar Institute seminar, Employment Law Institute, April, 2013 (CLE credit 1 hour)

“You Talkin’ To Me?”: Individual Liability in Employment Law”; seminar presented at Semanoff Ormsby Greenberg & Torchia, LLC, October, 2012 (CLE credit 1 hour)

Article: “Non-Competes Supported By ‘Intending To Be Legally Bound?’”; September 14, 2012 as special contributor to The Legal Intelligencer

“Updates in Employment Law”; seminar presented at Semanoff Ormsby Greenberg & Torchia, LLC, April-May, 2012

“Employment Law Overview” presented to Strayer University Chapter of Society for Human Resources Management, April, 2012

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- “Do You *Fee* Like We Do?” (alternative fee agreements in employment litigation); author and co-presenter; Pennsylvania Bar Institute seminar, Employment Law Institute, April, 2012 (CLE credit 1 hour)
- “All About Non-Competes”; seminar presented at Semanoff Ormsby Greenberg & Torchia, LLC, February, 2012
- “The Nightmare of Employee Leave”; seminar presented at Semanoff Ormsby Greenberg & Torchia, LLC, November, 2011
- “Landmines of Employee Compensation”; seminar presented at Semanoff Ormsby Greenberg & Torchia, LLC, September, 2011
- “How to Hire and Fire Employees Without Getting Sued”; seminar presented at Semanoff Ormsby Greenberg & Torchia, LLC, August, 2011
- “Conducting Effective Workplace Investigations” presented to the Philadelphia Bar Association Labor and Employment Section, January, 2010
- “Very Recent Developments in Employment Law”; seminar presented at Temple University Ambler Campus, February, 2010
- “Employment Law Landmines and Recent Developments”; seminar presented to The President’s Club organization, February, 2010
- “Understanding the Instant Impact of *Bimbo Bakeries USA, Inc. v. Botticella*, (3d Cir. July 27, 2010) on the Standard for Granting Injunctions Against Employment by a Competitor Due to Potential Disclosure of Trade Secrets”; presenter for ExecSense webinar September, 2010
- “Conducting Effective Workplace Investigations” presented to Temple University Chapter of Society for Human Resources Management, October, 2010
- “Workplace Investigations of Sexual Harassment Claims”; course planner, moderator, presenter; 2010 Pennsylvania Bar Institute seminar (Philadelphia, Mechanicsburg, Pittsburgh, Norristown). Co-author of PBI book
- “The Good, the Bad and the Ugly of Progressive Discipline”; presenter; Pennsylvania Bar Institute Employment Law Institute seminar (Philadelphia), April, 2010. Co-author of PBI chapter (CLE credit 1 hour)
- “Employment Law Overview” presented to Temple University Chapter of Society for Human Resources Management, November, 2009
- “Employee Leave Considerations” ; seminar presented at Semanoff Ormsby Greenberg & Torchia, LLC, October, 2008

“Recent Developments in Employment Law”; seminar presented at Semanoff Ormsby Greenberg & Torchia, LLC, March, 2008

“Workplace Investigations of Sexual Harassment Claims”; course planner, moderator, presenter; 2008 Pennsylvania Bar Institute Employment Law Institute seminar (Philadelphia). Co-author of PBI chapter (CLE credit 1 hour)

“Ethical Issues in Workplace Investigations”; co-presenter, 2008 Pennsylvania Bar Institute seminar, Employment Law Institute. (CLE credit 1 hour ethics)

“Recent Developments in Employment Law”; seminar presented at Semanoff Ormsby Greenberg & Torchia, LLC, March, 2007

“Employment Law: Trends and Developments 2006” presented to Employment Law Committee of DELVACCA (association of in-house corporate counsel) (CLE credit 1 hour), May, 2006

Appeared on radio station WOGL 98.1 on the “Philadelphia Agenda” program hosted by Brad Siegel discussing employment law issues and workplace investigations, November, 2006

“Workplace Investigations of Sexual Harassment Claims”; course planner, moderator, presenter; 2002 Pennsylvania Bar Institute seminar (Philadelphia, Mechanicsburg, Pittsburgh) (CLE credit 3 hours)

“Workplace Investigations of Sexual Harassment Claims”; 2002, author of chapters: “Introduction to Workplace Investigations”; “Investigations Beyond Sexual Harassment”; “Conducting Workplace Investigations”; and “Ethical Considerations in Sexual Harassment Investigations.” (CLE credit 3 hours)

“Table Talk” guest at Pennsylvania Bar Institute seminar, “Workplace Investigations” 2003-2005

Article: “Workplace Investigations” for Semanoff, Ormsby, Greenberg & Torchia, LLC website (introductory level), January, 2003

Appeared on radio station WJJZ 106.1 on the “Labors of Love” program to discuss sexual harassment, June 2000

Article: “*Spierling* Focuses on Public Policy Exception” November 20, 1999 as special contributor to The Legal Intelligencer