



## **LEGISLATIVE JOURNAL AND CIRCUIT REVIEW SYMPOSIUM**

### **Diversity and Inclusion: Shaping an Ethical Practice**

**Wednesday, February 15, 2017 • Newark, New Jersey**

#### **Biographies**

**Keynote Speaker: Paulette Brown, *Partner, Locke Lord LLP and Immediate Past President, American Bar Association***

Throughout her career of more than 35 years, she has held a number of positions, including in-house counsel to a number of *Fortune 500* companies and as a Municipal Court Judge. For the past 25 years, Brown has engaged in the private practice of law, focusing on all facets of labor and employment and commercial litigation. She has defended employers in cases involving discrimination on the basis of age, sex, marital status, sexual harassment, disability, race and national origin.

Brown has been recognized by the National Law Journal as one of "The 50 Most Influential Minority Lawyers in America" and by the New Jersey Law Journal as one of the "prominent women and minority attorneys in the State of New Jersey." She is also a former Master of the C. Willard Heckel Inn of Court. She has received the New Jersey Medal from the New Jersey State Bar Foundation and currently serves on its Board of Trustees.

She has been listed as a NJ Super Lawyer since its inception, and named by US News as one of the Best Lawyers in America in the area of commercial litigation. In 2009, Brown was a recipient of the Spirit of Excellence Award from the ABA Commission on Racial and Ethnic Diversity in the Profession. In 2011, she was honored with the Margaret Brent Women Lawyers of Achievement Award by the ABA Commission on Women in the Profession. Brown, who served President of the National Bar Association from 1993-1994, received the NBA's highest honor, The C. Francis Stradford Award, in 2015.

#### ***Panel 1 - The History and Modification of ABA Rule of Professional Conduct 8.4(g) and Best Practices for Compliance***

**Meredith R. Miller, *Employment Attorney, Miller Law, PLLC; Professor of Law, Touro Law Center; Immediate Past President, LGBT Bar Association and Foundation of Greater New York ("LeGal")***

Meredith R. Miller is an employment attorney and legal educator. She is Professor of Law and Director of Solo & Small Practice Initiatives at the Touro College, Jacob D. Fuchsberg Law Center. In addition, she is founder and principal of Miller Law, PLLC.

Since beginning her career as a law professor in 2004, Professor Miller has taught law school classes in writing and research, contracts, civil procedure, business organizations and employment law. More recently, she has spearheaded the development of a curriculum for law students that intend to operate their own practices. Her teaching has been recognized more than once with a “Professor of the Year” award from her students.

Professor Miller’s scholarly papers are widely cited in influential law journals and leading law school casebooks. Her writing focuses on contract, employment and business law; she has lectured on these topics throughout the world.

In addition to her work as a law professor, Professor Miller has continued to consult on a project basis with other attorneys who need assistance on dispositive motions and appeals. In her legal practice, she leverages her background in corporate and commercial litigation to represent emerging and established businesses, freelancers and investors in transactional matters. She also has experience working with non-profit organizations. She is Immediate Past President of the LGBT Bar Association and Foundation of Greater New York (“LeGaL”) and continues to serve on the Board of Directors; she is Second Vice President of the Network of Bar Leaders.

### **Wendi Lazar, *Partner*, Outten & Golden LLP**

Ms. Lazar co-heads the firm’s Individual Practice and the Executives and Professionals Practice Group. Ms. Lazar practices in many areas of employment law with a focus on executive agreements, including retention, expatriate, non-competition, talent, severance, and compensation arrangements. She also represents teams of executives, founders and partners transitioning during a sale, merger and acquisitions and other corporate transactions. Ms. Lazar’s practice is international in scope, and she advises clients and attorneys in the U.S. and abroad on employment, contract, and often related immigration issues. Ms. Lazar represents individuals, partners, and management teams at portfolio and public companies, financial institutions (including banks, hedge funds, private equity companies), and entertainment, advertising and media companies. She also represents law partners and associates, accounting professionals, doctors and medical practitioners in all transactional matters.

Ms. Lazar was appointed as a commissioner by the American Bar Association’s Commission on Women, where she heads the Sexual Harassment and Gender Based Bullying Committee. Martindale-Hubbell recognizes Ms. Lazar as an AV “Preeminent” rated attorney. She was named to Best Lawyers in America 2012, 2013, 2014, 2015 and 2016 in the field of Employment Law – Individuals. Ms. Lazar was also recognized by Super Lawyers in 2012, 2013, 2014, and 2015. Ms. Lazar has been selected as a 2013, 2014 and 2015 Lawdragon 500 Leading Lawyer. In 2014, Ms. Lazar was elected as a Fellow to the College of Labor & Employment Lawyers. Ms. Lazar was recognized by the New York Law Journal: Top Women in the Law 2016. She is also a Board Member of Work Life Law, UC Hastings College of the Law.

Ms. Lazar is the Diversity Co-Chair and a member of the Executive Committee of the New York State Bar Association Labor & Employment Section, and is an active member of NELA, ABA and NYSBA committees. She is former Employee Co-Chair of the American Bar Association Labor and Employment Law Section’s International Labor and Employment Law Committee. She regularly

lectures on employment issues to bar associations and industry groups and has had several legal articles and book chapters published. She co-authored as Co-Editor In-Chief, "Restrictive Covenants and Trade Secrets in Employment Law: An International Survey," published in 2010 by the BNA and its supplements through 2013, which includes the chapter "Confidentiality, Trade Secrets, and Other Duties and Restrictive Covenants in a Global Economy." In addition, she is also the author of the chapter "Negotiating and Drafting Expatriate Employment Agreements," in the 3rd Edition of Vol. 1B of International Labor & Employment Law, published in 2009 by the BNA.

**Suzanne M. Cerra, *Co-Founding Partner*, Nukk-Freeman & Cerra, P.C.**

Suzanne M. Cerra has devoted her legal career to representing employers in all aspects of employment law, including discrimination, sexual harassment, retaliation, and wrongful termination matters. She also has extensive experience in matters involving the enforcement of restrictive covenants and the protection of trade secrets and confidential information. Ms. Cerra has represented hundreds of clients in state and federal court proceedings, arbitration proceedings, and before administrative agencies such as the EEOC, the New Jersey Division on Civil Rights and the New York Human Rights Division. She also has extensive experience providing compliance counseling to her clients regarding all state and federal employment laws and assisting clients with issues relating to discrimination, harassment, leaves of absence, wrongful discharge, wage and hour laws, restrictive covenants and unfair competition. Ms. Cerra is also called upon regularly by her peers to conduct internal investigations into claims of unlawful harassment, discrimination and other allegations of workplace misconduct.

**Diane Sugrue, *Partner*, Nukk-Freeman & Cerra, P.C.**

Practicing labor and employment law for 20 years, Diane Sugrue brings over ten years of in-house counsel experience to Nukk-Freeman & Cerra. She has significant experience counseling clients in all aspects of labor and employment law on a national basis, including issues relating to employment discrimination, harassment, employee benefits, corporate restructuring and union awareness. Ms. Sugrue has worked closely with senior management and Boards of Directors to provide advice and risk analysis on a variety of employment related matters. She has extensive experience providing employee and management training in numerous employment related areas including harassment, FMLA, ADA, and workplace ethics. As a former global compliance officer, she has a wealth of experience structuring the scope and timing of efficient and effective internal workplace investigations, as well as the development and execution of workplace compliance programs. Ms. Sugrue currently serves as a Compliance Expert for a global pharmaceutical manufacturer subject to a Corporate Integrity Agreement and is responsible for assessing compliance program effectiveness.

**Raymond M. Brown, *Chair*, White Collar Criminal Defense and Corporate & International Human Rights Compliance Practice Groups, Greenbaum, Rowe, Smith & Davis LLP**

Mr. Brown concentrates his practice in white collar criminal defense, international human rights issues, internal investigations and complex commercial litigation. He has defended clients in state and federal courts and before administrative tribunals. He is a leading figure in the developing area of law related to the regulation and enforcement of business requirements for human rights compliance.

Mr. Brown has extensive experience as a trial lawyer and has handled a wide variety of criminal and civil matters representing individuals, corporations and government entities. He has appeared in a number of high profile trials, including the nine-month trial involving former U.S. Secretary of Labor Raymond J. Donovan and the successful eight-year defense of senior executives of a major multinational corporation charged with environmental violations. Mr. Brown has appeared in courts in twelve states and has conducted investigations in the U.S. and in Kenya, El Salvador, the Cayman Islands, Switzerland, the Bahamas, Colombia and Sierra Leone. His international experience includes qualifying as Counsel before the International Criminal Court in The Hague and serving as Co-Lead Defense Counsel at the Special Court for Sierra Leone.

Mr. Brown counsels foreign and domestic multinationals on a broad range of corporate risk management, governance, and transactional issues, including those at the intersection of human rights and business concerns. He advises on compliance obligations, supply chain management issues, and the potential reputational risks and “bottom line” impacts facing corporations whose operational practices become entangled in human rights violations, both domestically and on the international stage.

Mr. Brown is also a Visiting Professor and Research Scholar at Seton Hall University School of Law, where he has taught International Criminal Law, Criminal Procedure and Professional Responsibility.

## ***Panel 2– “Encouraging Diversity and Inclusion in the Legal Profession Today”***

### **Richard Meade, *VP, Chief Legal Officer – International, Prudential Financial, Inc.***

Richard Meade began his career with the Prudential group of companies in 1985. For more than thirty years, he served as corporate counsel, holding positions, including Assistant General Counsel, and VP, Chief Legal Officer for Individual Financial Services and Individual Insurance Group. Prior to work with Prudential, he worked as a Litigation Associate with Simpson Thacher & Bartlett LLP.

Mr. Meade served as the Chair of the Diversity Steering Committee in 2006 where he worked to build a more diverse and inclusive environment within the Law, Compliance, Business Ethics and External Affairs Department at Prudential, and currently serves as the Chair of the Inclusion Initiative, a multi-company group of law departments that makes an annual aggregate commitment to retain minority owned and women owned law firms for legal work, as part of their commitment to build and maintain diversity within the legal profession.

Prudential Financial, Inc. has received recognition one of the *DiversityInc.*, “Top 50 Companies for Diversity” for 2016 and prior 15 years, and consistently receives top accolades and awards for ethics, diversity and inclusion on behalf of women, racial and ethnic minorities, veterans, people with disabilities, LGBT persons and families.

### **Jeremy Farrell, *Corporation Counsel, City of Jersey City, NJ***

On July 1, 2013, Jeremy A. Farrell was appointed Corporation Counsel for the City of Jersey City. Mr. Farrell heads the Department of Law, which represents Jersey City in all legal matters and advises the Mayor and City Council on legislation and policy initiatives.

Mr. Farrell is a 2003 graduate of McGill University where he received a Bachelor of Arts degree in Political Science and International Development. He received his Juris Doctorate from Seton Hall University School of Law in 2007. While attending Seton Hall Law School, Mr. Farrell was a Chancellor Scholar and Distinguished Scholar. He also served as a member of the Seton Hall Sports and Entertainment Law Journal and a Student Bar Association Senator.

Upon graduating from law school in 2007, Mr. Farrell joined McElroy, Deutsch, Mulvaney & Carpenter, LLP (“McElroy”), one of New Jersey’s prominent law firms. In 2008, he left McElroy to serve as Judicial Law Clerk to the Honorable Dennis M. Cavanaugh, United States District Judge for the District of New Jersey. He returned to the firm in the fall of 2009. At McElroy, Mr. Farrell practiced Commercial Litigation, Municipal Law, Condemnation Law, Construction Litigation, and Bankruptcy.

**Mariellen Dugan, *Senior Vice President and Chief Operating Officer*, New Jersey Natural Gas**

Ms. Dugan joined New Jersey Resources (NJR) in December 2005 as General Counsel and was named Senior Vice President and Chief Operating Officer of New Jersey Natural Gas Company in 2016. Prior to joining NJR, Ms. Dugan served prominent roles in the New Jersey Office of the Attorney General, first as Chief of Staff and then as First Assistant Attorney General. A veteran litigator, she was an Assistant United States Attorney for the District of New Jersey and was of counsel to the law firm of Marino, Tortorella & Boyle. Ms. Dugan has been an adjunct professor at Seton Hall Law School and is a former member of the law school’s Board of Visitors.

Ms. Dugan attended Montclair State College, where she received her undergraduate degree and graduated summa cum laude. Thereafter, she went on to attend Seton Hall Law School, where she received her juris doctor degree and graduated magna cum laude in 1991.

**Luis J. Diaz, *Director, Intellectual Property and Chief Diversity Officer*, Gibbons P.C.**

Mr. Diaz has over 20 years of experience in a wide range of complex matters, including intellectual property law, technology-related joint ventures and strategic alliances, mergers and acquisitions, sales and marketing, and government relations. He focuses his practice on advice and transactions relating to technology, e-commerce, privacy and data security, and cloud computing. Mr. Diaz represents foreign corporations from Spain, Central America, and South America in the United States. Prior to joining Gibbons, he founded the intellectual property group at IDT Corporation (NYSE:IDT) and served as Executive Vice President and Senior Counsel with the company.

Creating the Gibbons supplier diversity program - “GDI-123” - a first for the legal industry. The program engages clients and provides women- and minority-owned businesses with procurement and other strategic business opportunities, while also conducting education sessions to assist our suppliers in the certification process.

Earning recognition for the firm's diversity program including being named one of the Top 100 Law Firms for Diversity, Top 100 Law Firms for Women, and Top 50 Law Firms for Associates by *MultiCultural Law*; ranking #132 on *The American Lawyer's* 2014 "Diversity Scorecard," and receiving a *Profiles in Diversity Journal* "Excellence in Innovation" award for the firm's "GDI-123" program.