

Laurel Brooke Peltzman

Admitted to practice law in Pennsylvania and New Jersey

EDUCATION

Rutgers University School of Law, Camden, New Jersey - Juris Doctor, 2008

GPA: **3.767 Magna Cum Laude**

Honors: Dean's List all semesters, First Year Honors, Recipient of American Bar Association and Bureau of National Affairs- Award for Labor and Employment Law

Activities: Rutgers Journal of Law and Public Policy (Submissions Editor), Community Dispute Resolution Committee Mediation, Children's Justice Clinic (Legal Intern)

Rutgers, The State University, New Brunswick, New Jersey (Transferred from American University)

Bachelor of Arts in Sociology and Criminal Justice, December 2004

GPA: **4.0; Majors GPA: 4.0**

Honors: Distinguished Scholars Award, Dean's List all semesters, Dean's Award for Excellence, National Society of Collegiate Scholars

Activities: Pre-Law Society-Vice President, Student Judicial Hearing Board, Livingston Theater Co.

LEGAL EXPERIENCE

Javerbaum Wurgaft Hicks Kahn Wikstrom & Sinins, P.C., Voorhees, New Jersey

Labor and Employment Attorney

May 2019-present

- Interview clients and evaluate the strengths and weaknesses of potential litigation
- Advise individuals and businesses how to address legal concerns in the workplace
- Educate clients regarding employment laws in New Jersey and Pennsylvania (NJLAD, PHRA, CEPA, FMLA, Title VII, ADEA, ADA)
- Take and defend depositions
- Draft briefs and argue motions in State Court and Federal Court
- Draft position statements to be filed with the Equal Employment Opportunity Commission
- Negotiate settlements on behalf of clients
- Draft and respond to discovery requests (interrogatories, document requests, requests for admissions)

Brown & Connery, LLP, Westmont, New Jersey

Labor and Employment Attorney

June 2018-May 2019

- Effectively represented management, private and public entities, in all aspects of litigation in federal and state courts (discovery, briefing, oral argument, motion practice)
- Drafted position statements to be filed with the Equal Employment Opportunity Commission
- Directly managed client relationships
- Reviewed and revised employee handbooks
- Defended management in the union grievance process
- Provided day to day legal advice to public and private employees regarding employee disciplinary issues, compliance with Collective Bargaining Agreements, NJLAD, PHRA, CEPA, FMLA, Title VII, ADEA, ADA
- Supervised the work of junior attorneys
- Took and defended depositions

Capehart Scatchard, P.A., Mt. Laurel, New Jersey

Labor and Employment Attorney

April 2010 – June 2018

- Provided training to employers and employees regarding various legal topics: NJLAD, PHRA, CEPA, Title VII, ADA, FMLA, ADEA, CEPA, FLSA, interviewing in the workplace etc.
 - Created presentations and curriculum for training seminars
 - Drafted and revised workplace policies and procedures
 - Directly managed client relationships
- Conducted workplace investigations
 - Investigated employee harassment and discrimination complaints in public and private workplaces and draft investigative reports with full analysis regarding same
- Represented clients in all aspects of litigation in federal, state, and administrative courts
 - Successfully represented public entities at approximately 10+ arbitrations
 - Experience representing management in the union grievance process and defending against unfair labor practice charges
 - Provided advice to clients regarding NLRB and NLRA matters
 - Sat first chair (lead counsel) at approximately 10+ administrative hearings (bench trials) in the New Jersey Office of Administrative Law
 - Sat second chair at three trials (breach of contract, disability discrimination, race discrimination) in New Jersey Superior Court and the District Court of the Eastern District of Pennsylvania
 - Took and defended depositions
 - Managed litigation from start to finish without supervision
 - Experience managing litigation concerning race discrimination, disability discrimination, age discrimination, sexual orientation discrimination, sexual harassment, USERRA, FMLA, constitutional claims, FLSA etc.
- Represented public and private entities in EEOC and NJDCR fact finding hearings and unemployment hearings (Pennsylvania and New Jersey)
- Engaged in extensive motion practice in state and federal court
 - On two separate matters, successfully represented a public entity in an employee disciplinary matter before the New Jersey Appellate Division (briefing and oral argument)
 - Obtained summary judgment in race discrimination litigation on behalf of non-profit company
 - Obtained temporary restraining order on behalf of telecommunications company against former employee/competitor
 - Obtained summary judgment on behalf of real estate property company in disability discrimination litigation
 - Successfully defended a public entity in an Action in Lieu of Prerogative writ (employee termination upheld)
- Successfully negotiated settlements on behalf of public and private entities
- Drafted and responded to discovery (interrogatories, document requests, requests for admissions)

Saul Ewing LLP, Philadelphia, Pennsylvania

Labor and Employment Attorney, September 2008 – December 2009

Summer Associate - 2007

- Provided legal advice to clients; conducted legal research; wrote briefs and memoranda of law; prepared position statements; drafted and responded to discovery; assisted with trial preparation

HONORS AND AWARDS

- Super Lawyers Rising Star: Labor and Employment Defense 2013, 2014, 2015, 2016, 2017, 2018
- Named a “2016 New Leader of the Bar” by the *New Jersey Law Journal*

- Recognized as one of South Jersey's Top Attorneys as published by *SJ Magazine*

PUBLICATIONS/SPEAKING ENGAGEMENTS

- Speaker- October 2019- "Know Your Rights Seminar" (Rutgers Law School)
- Speaker- March 2018- "Best Hiring and Firing Practices for HR Professionals" (Tri-State HRMA Legal Symposium)
- Speaker- February 2018- "Ethics for the Insurance Professional"
- Speaker- February 2018- "Communication: The Key to a Successful Workplace"
- Speaker- October 2017- "Best Practices for the Human Resource Professional"
- Speaker- May 2017- "Key Issues in Employment Law for HR Professionals"
- Speaker- May 2017- "Hot Topics in Employment Law"
- Speaker- April 2017- "Employment Law"
- Speaker- October 2014- "Employment Practices Liability: Claims and Defenses"
- Frequent speaker at seminars regarding harassment and discrimination in the workplace
- Speaker for Lorman Education Seminars on various topics including: medical marijuana and the workplace, Fair Labor Standards Act
- Author of various blog articles posted on HResourcelegal.com