

Massachusetts

GO TO Lawyers

Employment

MASSACHUSETTS
Lawyers Weekly

Letter from the Publisher



Dear readers,

Welcome to Massachusetts Go To Lawyers, a feature we debuted in 2020 to showcase leaders in the Massachusetts legal community by practice area.

For this list, we've chosen to focus on Employment lawyers. The attorneys featured here were all nominated by their colleagues and chosen by a panel from Lawyers Weekly. We expect that some readers will argue that there are some excellent lawyers who should have been included. Let us know! And we look forward to featuring more outstanding attorneys in the next category, Construction Law. The Go To Lawyers in that field will be recognized in May.

Susan A. Bocamazo, Esq.
Managing Director
Bridgetower Media

2023 Go To Lawyers

| | |
|---------------------------------|------------------------------------|
| David E. Belfort.....B3 | Robert S. Mantell.....B7 |
| Lawrence J. Casey.....B3 | Terence P. McCourt.....B7 |
| Jennifer M. Cormier.....B3 | Jill B. Meixel.....B8 |
| Joshua A. Friedman.....B4 | Elizabeth E. Monnin-Browder.....B8 |
| H. James Hartley.....B4 | Rachel E. Moynihan.....B9 |
| Elizabeth K. Levine.....B4 | C. Max Perlman.....B9 |
| Christina L. Lewis.....B4 | David W. Robinson.....B10 |
| Christopher H. Lindstrom.....B6 | Keerthi Sugumaran.....B10 |
| Brian J. MacDonough.....B6 | Alexandra D. Thaler.....B11 |
| Michael Mankes.....B6 | Lisa A. Zaccardelli.....B11 |
| Gregory A. Manousos.....B7 | Ellen J. Zucker.....B11 |

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DAVID E. BELFORT

**Partner, Bennett & Belfort
Cambridge**

David E. Belfort of Bennett & Belfort in Cambridge maintains a broad-based employment practice handles cases covering all aspects of employment discrimination, including case based on race, color, religion, creed, national origin, ancestry, sex, gender, age, handicap, disability, retaliation, sexual harassment, sexual orientation and genetics.

Additionally, Bennett advises clients and litigates on their behalf in matters involving restrictive covenants, including non-competition agreements, non-solicitation terms, confidentiality provisions and trade secret issues.

Belfort also maintains an active wage-related practice which includes non-payment, minimum wage and overtime claims.

Belfort's practice also includes Family Medical Leave, whistleblower claims, retaliation claims, privacy claims and unemployment matters.

His notable accomplishments include handling both the trial and appeal in *Haddad v. Wal-Mart Stores, Inc.* Belfort had obtained a \$2 million jury verdict against Wal-Mart in a sex discrimination case and on appeal he convinced the Supreme Judicial Court to restore a \$1 million punitive damages award and almost \$1 million in attorneys' fees.

The case remains an important precedent-setting decision that clarifies the legal standard for punitive and front-pay damages while providing instructive value on emotional distress damages and the the type



of evidence that constitutes "pretext" in the commonwealth.

More recently, Belfort was one of the attorneys who represented a plaintiff in claims that his former employer retaliated against him for seeking protected leave under the federal Family and Medical Leave Act and violated the state antidiscrimination statute, Chapter 151B, by failing to accommodate a disability.

Belfort and his co-counsel secured a judgment of nearly \$2 million in lost pay, emotional distress, punitive damages, statutory liquidated damages and reimbursement of attorney fees and costs.

In addition to his employment work, Belfort has a general business litigation practice focusing on shareholder disputes, fiduciary violations, contracts and complex commercial disputes. **MLW**

Achievements and professional activities

Founding member and managing partner, Bennett & Belfort; president, Massachusetts Employment Lawyers Association (2012-2014); member, Massachusetts Commission Against Discrimination Committee to Propose Draft Disability Regulations (2012); former co-chair, Labor and Employment Section Council, Massachusetts Bar Association; volunteer, Health Law Advocates; board member, Cabot After School Program; coach, Newton Youth Soccer Club and Newton Girls Soccer Club

LAWRENCE J. CASEY

**Shareholder, Davis Malm
Boston**

Lawrence J. Casey of Davis Malm in Boston has more than 35 years of experience litigating employment-related matters on behalf of executives, professionals and employers in state and federal courts, arbitrations and agency hearings. He has argued appeals before the 1st U.S. Circuit Court of Appeals, Supreme Judicial Court and Appeals Court.

Casey also has extensive experience negotiating executive employment and transition agreements in various industries. He advises executives of private and public companies on the numerous documents used to memorialize compensation packages, from employment agreements, stock and option plans, and deferred compensation agreements to expatriation and repatriation agreements.

Over the course of his career, Casey has established himself as an outstanding advisor and advocate to executives, professionals and employers.

For example, in one matter, Casey helped his client, a Massachusetts accounting firm, avoid litigation. The client learned that three of its accountants, including a management-level accountant, intended to start a competing accounting firm and solicit clients, in breach of restrictive covenants that each of the individuals had signed.

One of the individuals had also printed out



a client list prior to giving notice of resignation. The client was very concerned that the three individuals would use the client list to compete with it and solicit its clients.

After Casey drafted and sent pleadings, including a motion for preliminary injunction, to the individuals' counsel, the three individuals affirmed through written verifications that they did not have any confidential or proprietary client data and would not solicit any clients or employees for a period of two years.

The parties also executed a global settlement agreement upholding the terms of the restrictive covenants. Casey's settling of the matter short of litigation saved the client significant time and expense and avoided what could have been a business nightmare. **MLW**

Achievements and professional activities

Executive committee member, Davis Malm; elected fellow, College of Labor and Employment Lawyers; former member, Membership Committee, Boston College Club, former member, Technology and Innovation Committee, New England Business Association; former member, Board of Directors, Andover School of Montessori

JENNIFER M. CORMIER

**Partner, Ropes & Gray
Boston**

Jennifer M. Cormier, a partner in the Employment, Executive Compensation & Benefits Practice at Ropes & Gray in Boston, serves as a trusted counselor for clients on both complex benefits issues and employment matters, a rare professional pairing.

Over a decade in practice, Cormier has developed a reputation for providing seamless and creative advice and skillfully handling the complex details of executive compensation and separation, handing issues that range from risk assessment of potential discrimination claims to treatment of incentive equity upon termination and negotiation of restrictive covenants.

Well-versed in corporate transactions, Cormier also advises clients throughout the deal process and over the life of an investment and, in this capacity, frequently advises on employee transition and onboarding issues, as well as post-closing workforce integration matters.

Cormier's clients, including private equity sponsors, public companies and private companies across the U.S., Canada, Europe and Asia, look to her to aptly handle their highly confidential matters.

In terms of more specific services, Cormier's experience includes negotiating senior management arrangements, employment agreements, incentive equity awards, cash compensation plans, earn-outs and restrictive covenants and on sensitive executive separations.

Cormier counsels on all aspects of the em-



ployment relationship, including wage and hour law, compliance, employee discipline and disputes new hires, and layoffs.

Some of Cormier's recent accomplishments include representing BV Investment Partners in its acquisition and sale of CivicPlus and its acquisitions of Intentsify, EMS Management & Consultants, GlideFastConsulting and several other entities.

Cormier also represented Cove Hill Partners in its acquisition and sale of Storable and GI Partners in its acquisitions of Aras, Rectangle Health and Clinical Ink, and its sale of Daxko.

Beyond her practice, Cormier is deeply committed to the pro bono services she provides to, among others, anti-poverty charity Lower East Side Family Union as well as Hilarity for Charity, a nonprofit that supports families impacted by Alzheimer's disease. **MLW**

Achievements and professional activities

Pro bono attorney, Lower East Side Family Union, Hilarity for Charity, Project Healing Waters Fly Fishing and Urban Rivers; co-author, "Addressing #MeToo in M&A," International Law Office Corporate Finance/M&A Newsletter (2019)



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JOSHUA A. FRIEDMAN

Partner, Latham & Watkins Boston

Joshua A. Friedman, a partner in the executive compensation, employment and benefits practice at Latham & Watkins in Boston, has more than two decades of experience counseling clients on transactional matters.

Friedman's clients ranging from startups to multinational public companies to private investment firms, which he advises on their most advanced equity and incentive compensation matters.

In his practice, Friedman also counsels clients on executive compensation, employee benefits, tax structuring, employee integration and ERISA aspects of corporate transactions that include mergers and acquisitions, debt and equity financings, spin-offs and restructurings.

Friedman also serves as ongoing compensation counsel to numerous clients, providing practical and commercial day-to-day advice on benefits and compensation issues. His clients in this area include public and private companies and their investors, venture capital, private equity, real estate funds, and investment managers.

Those who have worked with Friedman speak of the creative, practical and pragmatic approach he brings to his practice, crafting specific advice for each client and transaction, taking into account their investor base and ownership structure, stage in the business lifecycle and industry market practice.

As a result, clients turn to Friedman not just for



legal advice, but also for commercial solutions.

A sampling of Friedman's transactional matters include representing Aircall, on its \$120 million Series D financing; Baylis Medical, on its agreement to sell its cardiology business to Boston Scientific for an upfront payment of \$1.75 billion; Biote, on its definitive business combination agreement with special purpose acquisition company (SPAC) Haymaker Acquisition Corp III; and Carpe Data, on its strategic growth investment from private equity firm Thomas H. Lee Partner.

He also represented Cedar Cares on its \$425 million acquisition of OODA Health;

Concurrent Real-Time on its \$166.7 million sale to Spectris from Battery Ventures; DailyPay on its \$175 million Series D financing round; and DataRobot on its \$300 million Series G financing. **MLW**

H. JAMES HARTLEY

Partner, Hartley Michon Robb Hannon Boston

H. James "Jim" Hartley of Hartley Michon Robb Hannon in Boston pioneered, along with his partners, the firm's nationally ranked executive advocacy practice, which focuses on the legal needs of executives, professionals and select businesses in sophisticated employment matters.

Hartley has been repeatedly recognized as a leader in the field of labor and employment, specifically in plaintiffs representation. As a trusted advocate and highly respected advisor, Hartley has particular expertise in complex executive transition and litigation matters — including those arising out of change of control and non-competition agreements — mergers and acquisitions, incentive and equity compensation plans and other deferred compensation and retirement arrangements.

Hartley also handles employment, retention and separation agreements.

Hartley represents clients from numerous industries in agency and court proceedings, and in arbitration as well. He has been routinely successful in obtaining seven- and eight-figure results and resolutions through negotiation, alternative dispute resolution and litigation.

Before co-founding Hartley Michon Robb Hannon, Hartley was a partner at a large Bos-



ton law firm. Prior to that, he was an executive and lead employment law counsel for a Fortune 100 company. In that capacity, he counseled executives and human resource professionals on high-level executive compensation and transition matters, as well as day-to-day employment law compliance issues and was responsible for handling all employment-related litigation and disputes.

A cum laude graduate of Boston College Law School and the University of Massachusetts at Amherst, Hartley is a member of the American, Massachusetts and Boston Bar Associations and is a frequent author and speaker before both business and legal audiences. **MLW**

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Achievements and professional activities

Managing partner, Hartley Michon Robb Hannon; former partner, Perkins Smith & Cohen; member, American Bar Association; member, Massachusetts Bar Association; member, Boston Bar Association; speaker and author

ELIZABETH K. LEVINE

Director, Goulston & Storrs Boston

Elizabeth K. Levine of Goulston & Storrs in Boston works closely with companies on management-side employment and operational matters while defending organizations in employment-based litigation.

Levine counsels employers of every shape and size on a day-to-day basis in all aspects of employee relations, including matters related to hiring, discipline, leave, wage and hour law, accommodations, terminations, and compliance with federal, state, and local employment laws. She likewise advises on employee-related issues in connection with emerging businesses, consultant classification issues, target acquisitions, sales, mass layoffs, and the cessation of business.

Levine regularly prepares employee handbooks and personnel policies. She drafts all kinds of agreements, and advises company management with respect to contractual obligations arising out of offer letters, employment agreements — including incentive and executive compensation — and restrictive covenants, including non-competition, non-solicitation, and confidentiality agreements.

In terms of advocacy, Levine represents employers before state and federal courts and administrative agencies in a broad range of matters, including harassment, discrimination, and retaliation claims based on protected class membership; wrongful termination; breach of contract; violation of non-competition,



non-solicitation and confidentiality agreements; and purported violations of federal and state wage and hour laws.

Levine was part of a team that successfully defended a large wage-and-hour class action, resolving the action for a reasonable figure, and she achieved a defense jury verdict in favor of a local retailer on claims of wage based discrimination, harassment, and constructive discharge.

Levine also represented a national retailer in connection with a business closure involving more than 60 stores, including widespread WARN Act notifications. She also advised a senior living facility operator in connection with the transition of more than 100 senior living facilities, which involved multiple rounds of layoffs, WARN Act notifications and employee severance agreements. **MLW**

Achievements and professional activities

Member, Inclusion Advisory Committee and former co-chair, Gender Affinity Group, Goulston & Storrs; certified trainer, Massachusetts Commission Against Discrimination; faculty presenter, Massachusetts Continuing Legal Education; pro bono attorney, Youthbuild USA, Horizons for Homeless Children, Massachusetts Law Reform Institute and others

CHRISTINA L. LEWIS

Partner, Goodwin Procter Boston

As an employment law partner at Goodwin Procter in Boston, Christina L. Lewis represents employers across a broad range of industries in all aspects of their employee relationships, including helping them negotiate and draft employment agreements, employment policies, affirmative action plans and separation agreements.

Lewis also advises employers on issues of employee discipline, leaves of absences, terminations, internal investigations, wage-and-hour compliance, privacy issues and reductions-in-force.

Additionally, Lewis is an experienced employment litigator with a track record of success, having managed dozens of significant cases involving some of the most difficult issues facing employers today.

She has successfully defended employers in wage-and-hour class action claims, non-compete/non-solicitation and trade secret litigation, Family and Medical Leave Act (FMLA) Americans with Disabilities Act (ADA) disputes, claims of unfair labor practices and affirmative action cases, among others, while also handling discrimination, harassment and wrongful termination cases in state and federal courts and agencies across the country.

Most recently, Lewis has been serving on Goodwin's Dobbs Task Force, a committee charged with advising clients regarding the rapidly changing legal landscape in the wake of the Supreme Court's *Dobbs v. Jackson Women's Health*



Organization last summer.

In that capacity, Lewis helps clients navigate cutting-edge employment issues related to the decision and its impact on employers and employees.

Lewis also plays a critical role advising companies on employment aspects of corporate transactions, including the review of employment representations, warranties, and covenants transaction documents; drafting and reviewing executive employment and restrictive covenant agreements; and conducting diligence analysis related to employment matters.

Lewis recently brought her employment expertise to the \$5.8 billion acquisition of client Mimecast Limited by funds advised by Permira. She also counseled in a merger agreement between client BioDelivery Sciences International and Collegium Pharmaceutical. **MLW**

Achievements and professional activities

Former vice chair, Litigation Practice Group and practice group leader, Labor & Employment Group, Hindkley, Allen & Snyder, Boston; certified trainer, fair employment practices and sexual harassment prevention, Massachusetts Commission Against Discrimination; member, board of directors and executive committee, Big Sisters Association of Greater Boston



LATHAM & WATKINS ^{LLP}



We congratulate our colleague and friend

Josh Friedman

for being selected as a 2023
Go To Employment lawyer

LW.com

Latham & Watkins delivers innovative solutions to complex legal and business challenges around the world. From a global platform, Latham lawyers advise leading multinationals, boundary-pushing start-ups, and the investors and financial institutions that fuel them. The firm helps clients navigate market-shaping transactions, high-stakes litigation and trials, and sophisticated regulatory matters. Latham is one of the world's largest providers of pro bono services, steadfastly supports initiatives designed to advance diversity within the firm and the legal profession, and is committed to exploring and promoting environmental sustainability.

CHRISTOPHER H. LINDSTROM

Partner, Nutter Boston

As chair of the Litigation Department and Labor, Employment and Benefits practice group at Nutter in Boston, Christopher H. Lindstrom handles all aspects of prosecuting and defending against breaches of non-competition and non-disclosure agreements, as well as trade secret misappropriation.

In that capacity, Lindstrom advises on the development and implementation of nationwide and local non-compete strategies, including drafting agreements, enforcing restrictions short of litigation and filing or defending against complaints seeking injunctive relief and damages.

Lindstrom's clients range from companies in the Fortune 100 to pre-IPO stage in industries that include pharmaceutical, insurance and medical device.

Corporate executives and human resource professionals also turn to Lindstrom for counseling on employment policies and practices to promote a successful workplace and to avoid litigation or claims. Lindstrom regularly represents clients when they find themselves facing claims concerning wage and hour laws, discrimination, wrongful discharge, unfair trade practices and ERISA issues.

Lindstrom also counsels clients on all aspects of the supply chain, with a particular emphasis on the negotiation and analysis of distribution agreements in the medical device and pharmaceutical industries.

With a track record of resolving thorny chal-



lenges and providing practical legal solutions, Lindstrom's specific accomplishments include obtaining summary judgment in favor of a client against a former employee who brought claims sounding in disability discrimination, interference with contractual relations, and breach of a stock options agreement.

He also successfully represented a government contractor in defending against minority shareholder fiduciary duty claims while earning dismissal of discrimination claims for other clients across numerous industries, including telecommunications, medical device and food service.

Beyond service to his clients, Lindstrom conducts recurring seminars on employment law topics to nonprofit organizations across Massachusetts.

MLW

BRIAN J. MACDONOUGH

Partner, Sherin & Lodgen Boston

Brian J. MacDonough chairs the employment department at Sherin & Lodgen in Boston, handling a full spectrum of workplace-related legal issues ranging from contract negotiation and enforcement, discrimination and whistleblowing to wage-and-hour issues and wrongful termination.

MacDonough has a particular focus on advising executives and professionals regarding employment agreements, change of control agreements, equity and deferred compensation vehicles as well as non-competition and other restrictive covenants, severance/separation terms and transition agreements.

In addition to his work advocating for executives, MacDonough is an accomplished litigator, handling cases in both federal and state courts while appearing regularly before such state and federal agencies as the Massachusetts Commission Against Discrimination and the U.S. Equal Employment Opportunity Commission.

MacDonough's successes for his clients include negotiating a seven-figure separation agreement for an executive at a California-based pharmaceutical company, and negotiating the terms of the client's employment agreement as the chief commercial officer for a company based in Massachusetts.

That client was also to serve as a member of the executive board for the German parent company pursuant to a service agreement under German



law, so MacDonough worked closely with local counsel in Germany in negotiating the agreement.

In another example of MacDonough's expertise in handling international employment matters for senior executives, MacDonough represented a senior-level marketing and sales professional in the currency security industry who was transitioning from one company to another.

While the client lived and worked in Columbia, relevant employment, consulting, and equity agreements were governed by Massachusetts law. MacDonough ensured the agreement complied with various contractually required notice periods and the negotiation of a mutually agreed transition period, which included a waiver by the employer of certain non-competition restrictions and the protection of equity awards. **MLW**

Achievements and professional activities

Chair, Litigation Department and Labor, Employment and Benefits Practice, Nutter; editor, America Bar Association Business Torts Subcommittee Journal; board member and past president, Lawyers Clearinghouse; member, 2014 class, Greater Boston Chamber of Commerce "Boston Future Leaders" program; clerk, Massachusetts Appeals Court; James Kent scholar and Harlan Fiske Stone scholar, Columbia Law School

Achievements and professional activities

Employment Department chair, Sherin & Lodgen; member, Labor & Employment Steering Committee, Boston Bar Association; co-chair, Labor & Employment Fundamentals Program Committee, Boston Bar Association; speaker, "Employment Law Update," Massachusetts Bar Association Annual Labor and Employment Conference (2022); speaker, "Preventing & Litigating Wage & Hour Cases," Massachusetts Continuing Legal Education (2021)

SHERIN
AND
LODGEN

Congratulations to our partner and friend,

Brian J. MacDonough

named a
"Go-To Employment Lawyer"
by *Massachusetts Lawyers Weekly*



Brian is chair of the firm's Employment Department. He counsels and represents executives and professionals in sophisticated employment and compensation matters and employment litigation.

MICHAEL MANKES

Shareholder, Littler Mendelson Boston

Michael Mankes, a shareholder in Littler Mendelson's Boston office, represents management in all matters of employment and labor law, with particular emphasis on wage and hour law; wrongful termination cases; the intricacies of disability and leave laws and compliance; federal and state discrimination and harassment claims; and litigation prevention measures.

Mankes has experience investigating and handling various administrative charges before the Equal Employment Opportunity Commission (EEOC), Department of Fair Employment and Housing (DFEH), National Labor Relations Board (NLRB), and Massachusetts Commission Against Discrimination (MCAD).

He appears regularly in federal and state courts, often working with retail businesses and international clients and handling single-plaintiff and class action law suits and jury trials. In particular, Mankes handles claims arising under Title VII, the Americans with Disabilities Act, the Family and Medical Leave Act, and the Fair Labor Standards Act.

Mankes also routinely conducts comprehensive wage-and-hour audits and defends management in wage-and-hour class action litigation.

He advises global corporations on legal issues associated with hiring and retaining U.S. employees, including compensation structure, other wage and hour issues, compliance with



antidiscrimination laws and non-compete and trade secret issues.

Mankes also has extensive experience conducting pay equity audits for all types of employers and helped develop the Littler Pay Equity Assessment.

Mankes' practice includes counseling employers on a broad range of state and federal issues related to pay equity, from compliance, to updating policies and job descriptions, to training managers and recruiters, and more.

Additionally, Mankes has authored publications on a variety of labor and employment subjects, including diversity, employee handbooks and the legality of employee participation committees. He currently serves as the office managing shareholder of Littler's offices in Boston, Providence and Portland, and is a former member of the Associates Committee. **MLW**

Achievements and professional activities

Office managing shareholder, Boston, Providence, R.I., and Portland, Maine, offices, Littler Mendelson; former member, Associates Committee, Littler Mendelson; member, Comparative Labor Law Journal, University of Pennsylvania Law School

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Achievements and professional activities

GREGORY A. MANOUSOS

Partner, Morgan, Brown & Joy Boston

A skilled litigator and trusted counselor to colleges, universities, medical institutions, independent schools, businesses, non-profits and retailers, Boston attorney Gregory A. Manousos serves as a valuable resource to in-house counsel, HR professionals and heads of school seeking practical, creative ways to keep in compliance with employment laws while achieving institutional and business objectives.

In particular, the Morgan, Brown & Joy partner helps clients navigate discrimination, harassment, Family and Medical Leave Act and denial-of-tenure claims; wage-and-hour disputes; litigation involving non-competition agreements; and compliance with diversity, equity and inclusion goals and requirements.

Manousos also works with colleges, universities, and independent schools in handling sensitive and complex litigation involving students, including cases involving sexual misconduct and other behavioral issues as well as academic matters.

A seasoned trial attorney, Manousos has tried more than 15 cases to verdict in jury trials, bench trials, arbitrations and before administrative agencies.

Manousos, who served as counsel to the Massachusetts Commission Against Discrimination before joining Morgan, conducts sexual harassment and discrimination prevention training for managers, faculty, and non-supervisory employees as an



MCAD-certified trainer.

Among Manousos' recent successes was a defense verdict in a complicated jury trial involving claims of discrimination and retaliation by a current employee.

In another case, Manousos secured dismissal of all the plaintiff's claims on summary judgment in a denial-of-tenure case at a higher education institution in Boston. He also successfully resolved a complicated claim involving a faculty member accused of sexual harassment by former students.

Additionally, Manousos successfully argued before the 1st U.S. Circuit Court of Appeals in an age discrimination claim involving a former store manager, where he obtained a decision affirming full dismissal of the case by the U.S. District Court. **MLW**

Achievements and professional activities

Member, Management Committee, Morgan, Brown & Joy; member, American Employment Law Council; president, Board of Directors, BalletRox; treasurer and board member, Hearth, Inc., advisory committee member, NACUA Journal of College and University Law; finance committee member and legal advisor, Congregation B'nai Shalom

ROBERT S. MANTELL

Owner, Law Office of Robert S. Mantell Somerville

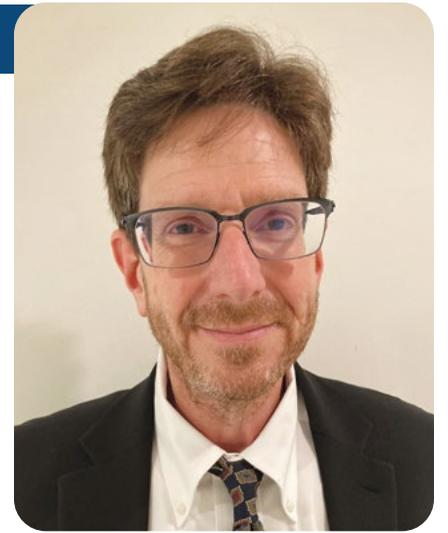
Somerville solo practitioner Robert S. Mantell, until recently a partner at Powers, Jodoin, Margolis & Mantell in Boston, represents employees seeking to oppose discrimination, end harassment, and obtain proper wages and benefits.

He negotiates separation/severance agreements, obtains unemployment benefits for clients, and opposes the enforcement of onerous non-competition agreements.

Mantell, who other attorneys have described as "one of the most knowledgeable and intelligent" in his field, has a number of major accomplishments under his belt.

For example, Mantell successfully argued in the gender discrimination case of *Haddad v. Wal-Mart Stores, Inc.*, before the Supreme Judicial Court in 2009 that a \$1 million punitive damages award for a client should be affirmed. That represented the highest award of punitive damages ever affirmed by the SJC in an employment case, and the court also ordered \$700,000 front pay, the largest ever affirmed by that court in an employment case.

More recently, Mantell and co-counsel Lori A. Jodoin prevailed in the jury trial of a sexual harassment claim against a car dealership, Lexus of Watertown, obtaining a judgment for the employee in excess of \$700,000. He was able to secure the finding of liability on appeal.



In another sex discrimination case that Mantell handled, against Wal-Mart Stores, he convinced the District of New Hampshire to uphold a finding of liability, emotional distress damages in the amount of \$500,000, and other significant damages awards. He also co-authored a successful amicus brief in the case of *Jancey v. School Committee of Everett*, in which the SJC held that gender pay disparity may be addressed by the Massachusetts antidiscrimination law, Chapter 151B, as well as the Massachusetts Equal Pay Act.

Last year, in 2022, Mantell was co-counsel in a successful retaliation case against the Lawrence Public Schools, resulting in a judgment of more than \$1.5 million. **MLW**

Achievements and professional activities

Former president, Massachusetts Employment Lawyers Association; member, MELA Executive Committee; member, Employment and Labor Law Curriculum Advisory Committee, Massachusetts Continuing Legal Education; former member, Labor and Employment Section Council, Massachusetts Bar Association

TERENCE P. MCCOURT

Shareholder, Greenberg Traurig Boston

Over more than two decades counseling a broad range of organizations in all facets of management-side labor and employment law, Terence P. "Terry" McCourt has gained a national reputation for his practical, strategic approach to employment law issues.

With wide-ranging litigation experience, the Greenberg Traurig shareholder handles a diverse array of employment matters, including employment discrimination and wrongful termination cases in state and federal courts, wage-and-hour compliance, labor arbitration cases, non-competition cases, internal corporate investigations and National Labor Relations Board proceedings.

McCourt also counsels employers concerning day-to-day human resources issues as well as myriad legal requirements in the workplace, particularly related to significant operational changes such as mergers, acquisitions, business relocations or reductions in force.

In addition, McCourt has wide-ranging governmental experience as former deputy chief legal counsel to the governor of Massachusetts, and as general counsel to the secretary of labor.

McCourt's representative matters include successfully representing an employer in a case of first impression before the 1st U.S. Circuit Court of Appeals, where he convinced the pan-



el to vacate a decision from the National Labor Relations Board.

As a result of that decision, the client was able to implement unilaterally a discretionary merit pay plan in the face of a bargaining impasse with its union.

In another case of first impression before the 1st Circuit, McCourt successfully defended the dismissal of a case brought under Section 301 of the Labor Management Relations Act through the retroactive application of U.S. Supreme Court precedent.

Additionally, McCourt represented several employers in nationwide collective actions arising under the Fair Labor Standards Act and in hybrid wage-hour class actions. **MLW**

Achievements and professional activities

Co-managing shareholder, Boston office and chairman, Labor & Employment Practice, Greenberg Traurig; member, Governor's Advisory Board, Massachusetts Commission Against Discrimination; member, Massachusetts Advisory Council, New England Legal Foundation; fellow, American Bar Association; member, Board of Trustees, Cambridge College; member, Board of Overseers, Boston Children's Hospital; co-chair, Labor and Employment Law Section, Boston Bar Association; member, Society of Fellows, Boston Bar Foundation; former member, Massachusetts Judicial Nominating Council

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GT MEANS GO-TO

Greenberg Traurig is proud to congratulate

Terence P. McCourt

for being selected as a
"Go To Employment Lawyer" by
Massachusetts Lawyers Weekly.



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Terence P. McCourt

Co-Managing Shareholder, Boston;
Chairman, Labor & Employment Practice

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**WORLDWIDE
LOCATIONS**

United States
Europe
Middle East
Asia
Latin America

JILL B. MEIXEL

**Partner, Krokidas & Bluestein
Boston**

As chair of the employment practice at Krokidas & Bluestein in Boston, Jill B. Meixel litigates matters including discrimination, wage and hour disagreements, and contract disputes.

Meixel also regularly advises and strategizes with clients in order to avoid liability risk, including advising them on their internal policies and procedures and ensuring they're in compliance with state and federal employment laws.

Additionally, Meixel counsels clients on employee progressive discipline and termination, helps them negotiate employee separations and assists them in implementing and creating procedures to protect against sexual harassment in the workplace.

Meixel has particular expertise on reasonable accommodations for disabilities and pay equity. She is also a leader in training employers on compliance with new statutes such as the Massachusetts Paid Family and Medical Leave Act and Earned Sick Time Law.

Because of Meixel's background, when the House of Representatives commissioned a broad review of its policies and practices around equal employment opportunity, Meixel was tapped to help lead the team of top Massachusetts lawyers who worked with the House to conduct listening sessions, identify best practices from around the country and to develop recommendations for reforms.

Meixel didn't stop there. She also worked to educate other employers, including government



agencies, businesses and nonprofits, about the lessons learned and structural and policy reforms that would benefit any organization seeking to ensure that it is on the cutting edge of fostering equal opportunity and preventing incidents of harassment and discrimination.

Beyond her employment work, Meixel has a broad litigation practice. She litigates commercial and business disputes involving real estate, partnership matters, health care, land use and a variety of corporate disputes.

Meixel's client base is diverse, as she represents individuals, for-profit and nonprofit entities, across the real estate, healthcare, education, and social service realms. Meixel routinely practices in state and federal court, administrative agencies, local boards and in mediations and arbitrations. **MLW**

ELIZABETH E. MONNIN-BROWDER

**Partner, Hirsch Roberts Weinstein
Boston**

Elizabeth E. "Liz" Monnin-Browder of Hirsch Roberts Weinstein in Boston is an experienced employment attorney who focuses her practice on litigation, training and counseling.

Monnin-Browder represents companies and nonprofits in employment and business disputes across a broad range of industries, including health care, biotech, pharma, higher education, human services, finance and technology.

In counseling her clients, Monnin-Browder applies strategic thinking, creative problem-solving and exacting attention to detail to all phases of a lawsuit. She possesses a deep understanding of the business implications and human impact of litigation, and works hand-in-hand with her clients to craft strategies that advance their goals.

Monnin-Browder represents clients in state and federal court, as well as before government agencies, such as the Massachusetts Commission Against Discrimination and the Equal Employment Opportunity Commission.

Equally as important, Monnin-Browder provides guidance to help her clients navigate thorny situations and often avoid litigation altogether. Clients rely on her to advise them regarding compliance with myriad employment laws and on matters related to discrimination, harassment, retaliation, wage-and-hour, restrictive covenants, leaves of absence, reasonable accommodations,



discipline, terminations and contract disputes, as well as various other issues that arise in the employment relationship.

Monnin-Browder, an MCAD-certified trainer, also helps her clients stay on top of changes in the law and design and implement new policies.

Before joining Hirsch Roberts Weinstein, Monnin-Browder was an attorney in the business and securities litigation department of Ropes & Gray.

Immediately after graduating from law school, she spent a year as a staff attorney at GLBTQ Legal Advocates & Defenders, where she worked on impact litigation and co-authored and co-edited a family law practice guide. **MLW**

Achievements and professional activities

Chair, Employment Practice, Krokidas & Bluestein; recipient, B'nai B'rith Housing's Gen2Gen "Rising" Star award; recipient, Boston Bar Association President Award; member, Board of Bar Overseers Hearing Committee

Achievements and professional activities

Recipient, Outstanding Young Lawyer Award, Massachusetts Bar Association; member, 2020 Women's Leadership Initiative, Women's Bar Association; council member, Labor & Employment Section Council, Massachusetts Bar Association; member, Massachusetts LGBTQ Bar Association; presenter, "Transgender Legal Issues and Inclusion in the Workplace," Massachusetts Defense Lawyers Association (July 2021); Presenter, "Non-Compete and Non-Solicitation Contracts: Understanding Key Components," 22nd Annual Paralegal Conference, Massachusetts Continuing Legal Association (June 2020)

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RACHEL E. MOYNIHAN**Partner, MG+M
Boston**

Rachel E. Moynihan, a partner at MG+M in Boston, has more than 15 years of experience representing clients in complex civil litigation matters.

Moynihan focuses her practice on employment law, commercial litigation and product liability, advising clients across multiple industry verticals, including health care institutions, restaurant and hospitality companies, transportation industries, vehicle franchises, and medical and pharmaceutical leaders.

In addition to institutional clients, Moynihan represents individual executives, business partners and health care providers.

Moynihan's experience extends from successfully first- and second-chairing multiple jury trials to overturning a \$2 million verdict in an employment discrimination action as post-trial counsel.

Moynihan also prevailed in summary judgments on multiple employment discrimination actions and succeeded with a summary judgment motion that established new standards for classification of retirement accounts under the Massachusetts Wage Act.

Most recently, Moynihan was part of a team that won summary judgment in a potentially high-risk claim against a hospital and its former supervisor of clerical staff brought by a



former patient services secretary at the hospital.

The plaintiff had alleged that the hospital violated her privacy rights by publicizing her medical condition, that she was known to be disabled and that she was terminated as a result of her disability. She also alleged that she was terminated for reporting a HIPAA privacy violation and/or for taking a leave of absence under the Family Medical Leave Act.

The work Moynihan and her colleagues put into the case not only brought dismissal but convinced the plaintiff to pare down remaining claims, significantly reducing potential liability for the client. **MLW**

C. MAX PERLMAN**Partner, Gunderson Dettmer
Boston**

C. Max Perlman, a partner at Gunderson Dettmer in Boston, is a renowned employment lawyer and business litigator.

Perlman represents companies and entrepreneurs in a wide range of sophisticated matters, including restrictive covenants/non-competes, trade secrets, shareholder issues, wage and hour issues, discrimination, disputes arising out of mergers and acquisitions, and day-to-day employment counseling.

Additionally, Perlman represents venture capital funds and companies focused on a number of sectors, including technology, life sciences, aviation, education, healthcare and transportation/logistics.

Perlman is recognized nationwide as one of the top lawyers handling cases involving non-competition and non-solicitation agreements and misappropriation of trade secrets. He also has significant experience in dealing with high-stakes issues of data security breach and loss of personal information.

Perlman's service to his clients has garnered him receiving numerous awards and recognitions in the profession, and made him a sought-after speaker who is frequently invited to lecture on his area of practice.

In that capacity, Perlman has served as a guest lecturer at Boston University School of Law and as chairperson and faculty member for numerous seminars at the Boston Bar Association and with



Massachusetts Continuing Legal Education. In fact, Perlman serves a member of the Board of Trustees of MCLE.

Before joining his current firm, Perlman was a partner at prominent employment and litigation boutique Hirsch Roberts Weinstein.

Perlman not only has established himself as a leader at Gunderson, but has a strong reputation among attorneys at other firms, having been described by one such attorney as "literally" his "go to lawyer" for all his clients' employment needs. The attorney also described Perlman as the "definition of a fixer" who can "always be counted on to fix any problems" and always knows the best approach to get remarkable results. **MLW**

Achievements and professional activities

40 Under 40, Irish Legal 100

Achievements and professional activities

Paul J. Liacos Scholar, Boston University School of Law; recipient, Anderson Memorial Award, Binghamton University; Chambers USA in Labor and Employment Law (2015-present); member, Board of Trustees, Massachusetts Continuing Legal Education; guest lecturer, Boston University School of Law



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DAVID W. ROBINSON

Shareholder, Ruberto, Israel & Weiner Boston

A shareholder and chair of the employment department at Boston's Ruberto, Israel & Weiner, David W. Robinson advises employers on employee policies and discipline, wage-and-hour compliance, investigation of harassment and discrimination complaints, and non-compete agreements.

Robinson also assists clients with government audits of employment practices, including investigations by the Attorney General's Office and the U.S. Department of Labor and.

Robinson represents clients in state and federal court and before the Massachusetts Commission Against Discrimination, U.S. Equal Employment Opportunity Commission and other state and federal administrative bodies.

Fellow attorneys describe Robinson as a go-to lawyer for both his expertise and commitment to client services and describe him as using a practical approach to resolving disputes that help clients avoid the quagmire of litigation. When needed in the courtroom, however, Robinson is described as a zealous advocate for his clients who face litigation, investigation or the adjudicatory process.

Among Robinson's signature accomplishments, he represented an electrical contractor in a multimillion-dollar wage and hour collective and class action to a favorable result.

Robinson also represented an employee in a state



Wage Law litigation and obtained a settlement of more than \$900,000.

Beyond his employment work, Robinson litigates complex commercial matters, lease disputes and construction and securities cases on behalf of retail businesses, restaurants, manufacturers, service providers and financial institutions.

Outside the work he does for his clients, Robinson has served as a hearing officer for the Massachusetts Board of Bar Overseers and is a frequent lecturer for the National Retail Tenants Association, the South Shore Chamber of Commerce, Massachusetts Continuing Legal Education and other organizations. He has also written a number of articles on employment and other legal issues. **MLW**

Achievements and professional activities

Employment Group Chair, Ruberto, Israel & Weiner; member, Curriculum Committee, National Retail Tenants Association; hearing officer, Massachusetts Board of Bar Overseers; member, Human Resources Group Executive Committee and Government Affairs Committee, South Shore Chamber of Commerce; former co-chair, Practice and Procedures Committee and Public Policy Committee, Boston Bar Association; former chair, Executive Board, Weymouth Chamber of Commerce

KEERTHI SUGUMARAN

Principal, Jackson Lewis Boston

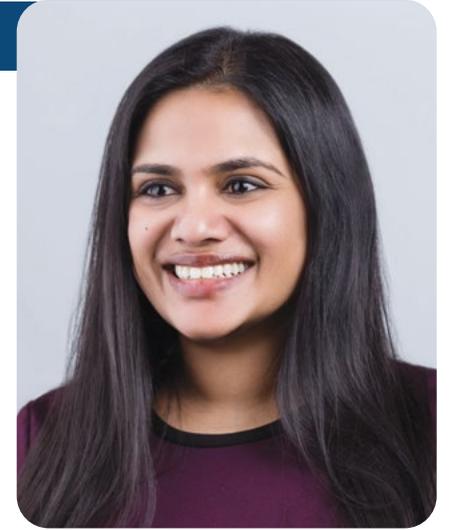
Keerthi Sugumaran, a principal at Jackson Lewis in Boston, focuses her practice on representing and defending employers in a variety of workplace legal matters, including claims for discrimination, harassment, retaliation, wage-and-hour violations and FMLA violations. As a seasoned litigator, Sugumaran regularly represents clients in front of state and federal courts and administrative agencies.

In addition to her litigation practice, Sugumaran partners with clients to understand their business so she can effectively help them minimize legal risk. She develops policies and preventative practices for her clients and offers practical advice on difficult personnel matters before litigation arises.

Additionally, Sugumaran is an experienced trainer on a variety of topics, including Respectful Workplace, Employment 101, Performance Management and Leave Management. She has also completed certifications with the Massachusetts Commission Against Discrimination to train on a variety of topics.

Before joining Jackson Lewis, Sugumaran worked at another Boston firm as a general litigator. During this time, she represented employers in front of the MCAD, the U.S. Equal Employment Opportunity Commission and both state and federal courts.

Sugumaran also participated in a six-month



secondment working in-house for a private equity firm, an experience that has uniquely enabled her to work effectively with her clients.

Sugumaran successfully defended an employer in a multi-day hearing in front of the Department of Unemployment Assistance's Board of Review, where 35 claimants were appealing the denial of unemployment benefits during a strike.

Sugumaran also obtained summary judgment for an employer in a case involving claims for wage-and-hour violations, race and national origin discrimination, harassment and retaliation.

She also obtained summary judgment for an employer and CEO in a wrongful termination claim, a result that was later affirmed by the Appeals Court. **MLW**

Achievements and professional activities

GetConnected! 50 Most Influential Attorneys of Color in Greater Boston (2019); Board Member of the Year, South Asian Bar Association of Great Boston (2018); pro bono attorney, Lawyers Clearinghouse and X-Cel Education, Inc.

Congratulations to our colleague David Robinson on his selection as a Massachusetts Lawyers Weekly Go To Employment Lawyer 2023

David focuses his practice on litigation of complex commercial matters, lease disputes, employment disputes, and wage and hour actions. David represents retailers, restaurants, manufacturers, service providers and financial institutions on matters in state and federal court, before the MCAD, EEOC and other state and federal agencies. David also advises employers on employee policies and discipline, restrictive covenants, wage and hour compliance, investigation of harassment and discrimination complaints and assists clients with government audits of employment practices.



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ALEXANDRA D. THALER

**Partner, Armstrong Teasdale
Boston**

Alexandra D. “Sasha” Thaler’s practice involves guiding corporate managers and executives as well as human resources professionals at companies across multiple industries in all aspects of employment law, from compliance through dispute resolution.

Thaler regularly advises employers in the life sciences, staffing, manufacturing, software, hospitality and other industries on issues relating to hiring, terminations, wage and hour compliance, leaves of absence, discipline, harassment and discrimination claims.

She also counsels on reductions in force and on drafting and interpreting employment-related contracts.

Additionally, Thaler assists clients in establishing policies and practices to comply with a wide range of federal and state laws, including the Fair Labor Standards Act, the Family and Medical Leave Act, the Americans with Disabilities Act, Title VII of the Civil Rights Act of 1964, the Fair Credit Reporting Act and the Worker Adjustment and Retraining Notification Act as well as similar state statutes and common law obligations across multiple jurisdictions.

Thaler regularly conducts investigations for institutions of higher education, including allegations of student and employee misconduct under Title. In fact, she leads her firm’s Higher Education team, bringing together the broad array of professionals across the firm’s practices who provide services to educational institutions



at every level throughout the U.S. and in the U.K.

In addition to advising clients, Thaler is an accomplished litigator of employment-related claims including discrimination, overtime and wage payment, whistleblower and contract claims. She also has broad experience both defending and bringing actions to enforce non-competes and other restrictive covenants, as well as to protect intellectual property rights.

Similarly, Thaler defends state and federal agency actions and helps clients to agency investigations, while shepherding companies through internal investigations and audits relating to matters such as allegations of discrimination, harassment and unprofessional conduct, and wage and hour compliance. She has also assisted clients in various industries in labor negotiations and related arbitrations. **MLW**

Achievements and professional activities

Leader, Higher Education industry team, Armstrong Teasdale; member, Boston Bar Association; member, Phillips Exeter Academy Alumni Network; former editor-in-chief, Public Interest Law Journal, Boston University School of Law

LISA A. ZACCARDELLI

**Partner, Hinckley Allen
Hartford, Conn.**

Lisa A. Zaccardelli, chair of the Labor & Employment Law Practice Group at Hinckley Allen, is an experienced business litigator who has geared her successful practice to both matters involving employment law litigation and to counseling employers on employee discipline, compliance with wage and hour laws, sexual harassment and other internal investigations.

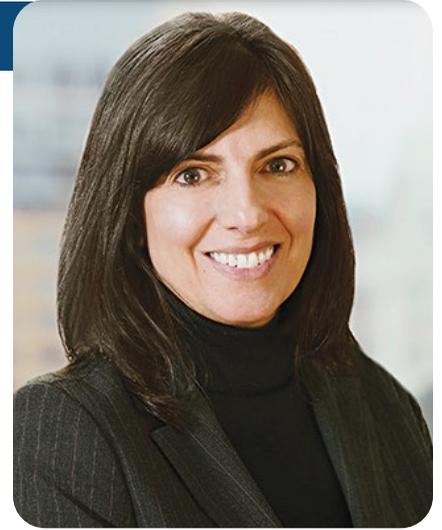
Much of Zaccardelli’s practice focuses on non-compete, trade secret and employment discrimination litigation as well as providing real-time advice to employers in all aspects of employment law.

Zaccardelli routinely represents employers on matters related to disputes with their employees, including breach of employment contracts, wrongful discharge, unfair labor practices, employment discrimination and retaliation claims.

She also handles whistleblower cases and claims brought under the federal Americans with Disabilities Act and Family and Medical Leave Act in state and federal courts and before administrative agencies.

She has extensive trial experience and has both singlehandedly and as first chair tried cases to verdict and through appeals while regularly arbitrating and mediating complex matters.

Meanwhile, organizations frequently call on Zaccardelli to conduct seminars and training on sexual harassment, diversity and public accommodations under the ADA.



Zaccardelli’s specific accomplishments include winning a hard fought three-month trial in early 2020, securing judgment on behalf of a home care company against a direct competitor for tortious interference and unfair trade practices. The judgment included a finding that the conduct of the defendant warranted an award of punitive damages.

She also recently represented an employer in an action against a former employee who violated non-solicitation restrictions, securing permanent injunctive relief while recouping attorney’s fees and costs for her client.

Similarly, Zaccardelli successfully represented a hospital residency program in claims by a resident asserting breach of contract and sex discrimination. Zaccardelli secured a jury verdict in the hospital’s favor while successfully defending the result on appeal. **MLW**

Achievements and professional activities

Chair, Labor & Employment Law Practice Group, Hinckley Allen; member, The Council for Women of Boston College; member, Board of Directors, Greater Hartford Legal Aid; member, Board of Directors, Students Against Destructive Decisions

ELLEN J. ZUCKER

**Partner, Burns & Levinson
Boston**

Ellen J. Zucker, a partner in the Business Litigation & Dispute Resolution, Employment and White Collar Criminal Defense groups at Burns & Levinson in Boston, has successfully litigated and resolved an extensive array of employment matters.

Zucker’s client list includes executives and professionals, as well as construction workers, private businesses and public charities. She has been lead counsel for clients with disputes in several jurisdictions.

The Boston attorney’s signature accomplishments include serving as lead counsel and securing a \$4.4 million verdict in Superior Court last year for Detective Kathleen Donohue against the Town of Watertown for gender discrimination and retaliation.

The jury returned its verdict in favor of Donohue, Watertown’s first female detective, after two weeks at trial and two days of jury deliberations, finding that the city violated state discrimination and retaliation laws when it failed to adequately address her concerns of gender-related hostility and disparate treatment in the workplace. The award included compensatory damages of more than \$3.3 million and, upon a finding that the town’s conduct was outrageous,



a punitive damages award of \$1 million.

Zucker also secured a \$13 million settlement on behalf of orthopedic surgeon Dennis Burke in his high-profile whistleblower case against Massachusetts General Hospital over the practice of concurrent surgeries.

MGH had terminated Burke’s privileges and medical staff appointment, allegedly in retaliation for his having raised concerns about serious patient safety and disclosure issues attendant to the practice of concurrent surgery at MGH.

In the wake of that case, the Board of Registration in Medicine promulgated regulations that limit the practice and set standards for informed consent. **MLW**

Achievements and professional activities

Recipient, Wonder Woman Award, Massachusetts Chapter, National Organization for Women (2013); Woman of the Year, Women’s Law Center, Boston College Law School; Dr. Martin King Drum Major for Justice Award, Cambridge NAACP (2012); former board member and chair, MassEquality.org; board member, Women’s Bar Association; member, legal committee, American Civil Liberties Union of Massachusetts

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