

Justin D. Flamm

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JUSTIN D. FLAMM is a partner in Taft's Labor and Employment group. Justin handles a wide range of labor and employment matters, including noncompetition and trade secrets litigation; lawsuits and administrative charges involving race, sex, age, disability, and religious discrimination; wage and hour matters under the Fair Labor Standards Act and various state laws, including collective action lawsuits; National Labor Relations Act claims, union elections, and labor arbitration proceedings; military leave; employee handbooks and workplace policies; electronic discovery and recordkeeping issues; and other issues relating to employment relationships. He has jury trial and bench trial experience in federal and state courts and in arbitration and administrative proceedings.

Justin has been recognized by *Cincinnati Magazine* as an Ohio *Super Lawyer* for Labor & Employment Law and as a *Super Lawyer* Rising Star multiple times. He has spoken to employer groups and other attorneys, has published numerous articles on a variety of labor and employment topics, and has been quoted on employment law matters in newspaper and magazine articles.

Justin received his J.D. and graduated *cum laude* from the Washington and Lee University School of Law in Lexington, Virginia. While in law school, he was Editor in Chief of the *Washington and Lee Law Review*. He graduated *cum laude* from Miami University with a degree in political science and a minor in philosophy. Justin was a member of Leadership Cincinnati Class 36, the Cincinnati Academy of Leadership for Lawyers (CALL) Class XV, and C-Change Class 3. He was also a founding co-chair of ProKids Young Professionals, served on the board of directors of the Hearing, Speech & Deaf Center of Greater Cincinnati, and is a past president of the board of trustees of The Friends of the William Howard Taft



Practice Groups:

Crisis Management, Employee Benefits & Executive Compensation, Labor & Employment, Workplace Safety & Health, ERISA Litigation, E-Discovery, Privacy & Data Security

Bar/Court Admissions:

Federal

6th Circuit Court of Appeals, Southern District of Ohio, Northern District of Illinois, 10th Circuit Court of Appeals, 11th Circuit Court of Appeals, Northern District of Ohio

State

Ohio

Year First Admitted to Practice Law:

1999

Education:

Washington and Lee University School of Law (1999), Miami University (1996)

Professional Affiliations / Recognitions:

Leadership Cincinnati, Cincinnati Academy of Leadership for Lawyers (CALL), C-Change Leadership Program, Ohio Super Lawyers Rising Star, Ohio Super Lawyers

Birthplace. He currently serves on the board of directors of ReSource, a non-profit organization that distributes donated goods to local non-profits, and on the Cincinnati Bar Association's Nominating Committee and Grievance Committee.

Speaking Engagements

- *Navigating the NLRB's Attack on Employer Policies*, June 18, 2015, Greater Cincinnati Human Resources Association (with Sarah Leyshock)
- *Social Media in Arbitration: Employee Rights, Responsibilities, and Repercussions*, May 13, 2015, part of the 33rd Annual Labor-Management Conference sponsored by Northern Kentucky University (with Arbitrator Bill Heekin and Pamela Newport, UFCW Local 75 General Counsel)
- *A Year of NLRB Developments*, December 5, 2014, part of the "Labor/Employment Law Update" sponsored by the firm
- *The Digital Age in the Workplace*, September 16, 2014, HR Executive Roundtable
- *Top 15 Employment Law Misconceptions and Pitfalls*, June 4, 2014, Cincinnati Bar Association
- *Labor Law Traps for the Non-Union Employer*, May 15, 2014 (with Evan Priestle)
- *Top Ten Employment Law Misconceptions*, March 20, 2014, Greater Cincinnati Human Resources Association (with Aisha Monem)
- *Avoiding Legal Pitfalls in Recruiting*, March 5, 2014, Employers Resource Association

Quoted In

- "NSFW," *Cincinnati Business Courier*, April 18, 2014

Samuel M. Duran

Partner

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SAMUEL M. DURAN is a partner in the Cincinnati office of Taft Stettinius & Hollister LLP, where he heads the firm's Workers' Compensation Practice. He has been certified by the Ohio State Bar Association as a specialist in the practice of workers' compensation law. Sam represents management in the areas of workers' compensation, intentional tort, and retaliatory discharge. His practice includes representation before administrative agencies, the Courts of Common Pleas, Courts of Appeal, and the Ohio Supreme Court. He has been retained as an expert witness on workers' compensation law and is a frequent speaker on workers' compensation, intentional tort, and retaliatory discharge issues.

Sam earned his bachelor's degree from the University of Michigan, his master's degree from the University of Denver, and his law degree from The Ohio State University College of Law. He served on the firm's Executive Committee, and is a member of the Ohio State Bar Association, the Columbus Bar Association, and the Cincinnati Bar Association, where he served as chairman of the Workers' Compensation Committee and currently serves as Chair of the Ethics Committee. He is listed in Woodward/White's *Best Lawyers in America* and is selected as an Ohio *Super Lawyer* by *Cincinnati Magazine*. Sam is a member of the Ohio Self-Insured Association and the Southwest Ohio Self-Insured Association.



Practice Groups:

Japan, Labor & Employment,
Sports, Workers' Compensation

Bar/Court Admissions:

Federal

Southern District of Ohio

State

Ohio

Year First Admitted to Practice Law:

1984

Education:

The Ohio State University College
of Law (1984), University of
Denver (1980), University of
Michigan (1978)

Professional Affiliations / Recognitions:

AV Peer Review Rating
(LexisNexis/Martindale-Hubbell),
Best Lawyers in America®,
Cincinnati Bar Association, Ohio
Super Lawyers, Southwestern
Ohio Self Insurers Association

Andrew R. Thaler

Associate

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ANDREW R. THALER, an associate in Taft's Cincinnati office, focuses on Workers' Compensation Law. He handles all aspects of workers' compensation claims from the initial filing of the claim to hearings before the Industrial Commission, to the Courts of Common Pleas, Court of Appeals, and Supreme Court. As a seasoned litigator, Andrew has extensive trial experience successfully defending employers in numerous jury and bench trials. He routinely defends workers' compensation death claims, asbestos and mesothelioma claims, VSSR matters, as well as claims involving additional conditions and requests for disability benefits.

Outside the courtroom, Andrew teaches employment law at Northern Kentucky University's Haile/US Bank College of Business. He is the past president of the National Human Resources Association-Cincinnati/Northern Kentucky Affiliate and is a frequent presenter at professional education programs on workers' compensation. He received his undergraduate degree from the University of Oregon and his law degree from Case Western Reserve University School of Law.



Practice Groups:

Crisis Management, Workers' Compensation, Labor & Employment

Bar/Court Admissions:

Federal

Southern District of Ohio

State

Ohio

Year First Admitted to

Practice Law:

2003

Education:

Case Western Reserve University School of Law (2002), University of Oregon (1999)

Professional Affiliations /

Recognitions:

National Human Resources Association

Antonia Mitroussia

Associate

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ANTONIA MITROUSSIA is a member of the firm's Labor & Employment Practice Group. Her practice focuses on immigration law with emphasis on the business needs of U.S. employers managing their foreign labor force, transferring employees from abroad, and hiring new foreign national employees. Ms. Mitroussia represents clients before U.S. embassies and consulates, the U.S. Departments of Labor, Justice and Homeland Security. She is a member of the American Immigration Lawyers Association, has served as chair of the International Law Committee of the Cincinnati Bar Association, and as Secretary of the Board of Directors of the Greater Cincinnati Chapter of the European-American Chamber of Commerce. She was recently featured in an interview for *Law360's* Expert Analysis Q&A about the immigration practice area. Ms. Mitroussia attended the University of Athens, Greece, and received her B.A., *summa cum laude*, from the University of Cincinnati; her M.A. from the University of Cincinnati; and her J.D. from the University of Cincinnati College of Law.

In addition, she is a member of the firm's Professional Women's Resource Group (PWRG).



Practice Groups:

Immigration and Citizenship, Labor & Employment, International

Bar/Court Admissions:

State

Ohio

Year First Admitted to Practice Law:

1991

Education:

University of Cincinnati College of Law (1990), University of Cincinnati (1983)

Professional Affiliations / Recognitions:

American Immigration Lawyers Association

Mark J. Stepaniak

Partner

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MARK J. STEPANIAK joined the law firm of Taft Stettinius & Hollister LLP in 1981 and is a partner in the Labor and Employment group. He received his undergraduate degree from Thomas More College in 1977 and his law degree from the University of Cincinnati College of Law in 1980.

Mark represents employers in all aspects of labor and employment law, including litigation for employers in the federal and state courts involving wrongful discharge, sexual harassment, race and age discrimination, retaliatory discharge and wage and hour matters. He is experienced in trade secret and non-competition agreement litigation.

Mark has extensive experience negotiating collective bargaining agreements in the broadcast, music, automotive, soft drink beverage, plastics, logistics, distributing, dairy and paper working industries, and for public sector employers, including hospitals, the Cincinnati Public Schools and the University of Cincinnati. He has primary responsibility for all aspects of NLRB proceedings, strike preparedness, including coordination of security measures, obtaining injunctions against mass picketing and violence, pursuing contempt orders, initiating criminal prosecutions, coordinating the hiring of a replacement workforce and defending management in related proceedings.

Mark is honored with inclusion in *Best Lawyers in America* and *Chambers USA: America's Leading Lawyers for Business*, was named the Best Lawyers® 2016 Employment Law - Management "Lawyer of the Year" in Cincinnati, and he is named in the *Cincinnati Magazine* listing of Ohio Super Lawyers. He is a member of the Public Affairs Council of the Greater Cincinnati Chamber of Commerce, is a member of the board of directors of the Cincinnati Shakespeare Company, and is



Practice Groups:

Public Law, Health & Life Sciences, Education - Litigation, Labor & Employment, School Public Finance, Workplace Safety & Health

Bar/Court Admissions:

Federal

6th Circuit Court of Appeals, 11th Circuit Court of Appeals, Southern District of Ohio, U.S. Supreme Court

State

Ohio

Year First Admitted to Practice Law:

1980

Education:

University of Cincinnati College of Law (1980), Thomas More College (1977)

Professional Affiliations / Recognitions:

AV Peer Review Rating (LexisNexis/Martindale-Hubbell), Best Lawyers in America®, Chambers USA: America's Leading Lawyers for Business, Ohio Super Lawyers



Taft Stettinius & Hollister LLP
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Ann Arbor / Chicago / Cincinnati / Cleveland / Columbus / Dayton / Indianapolis / Northern Kentucky / Phoenix

past president of the board of trustees for Catholic Social Services of Southwestern Ohio. Mark served as chair of the firm's employment committee and is a former member of the executive committee.

Evan T. Priestle

Associate

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EVAN T. PRIESTLE is an associate in the Cincinnati office of Taft where he is a member of the Labor and Employment Practice Group.

Evan counsels and represents both public and private employers in all aspects of labor and employment law. His experience includes representing all manner of clients in lawsuits and administrative charges involving race, sex, age, and disability discrimination, the Fair Labor Standards Act, the Family and Medical Leave Act, and the Occupational Safety and Health Act. Evan has jury trial experience in both state and federal courts. Evan regularly counsels clients regarding employment agreements, severance agreements, employee handbooks, and litigation-avoidance strategy.

Evan's experience also includes representing both public and private universities and colleges on various matters, with a particular focus on Title IX litigation and compliance.

Evan graduated with a bachelor of business administration from University of Cincinnati and earned his J.D. from the Salmon P. Chase College of Law. While in law school, he was Associate Editor of Northern Kentucky Law Review and graduated summa cum laude.

Before joining the firm, Evan clerked for the Honorable William O. Bertelsman of the U.S. District Court for the Eastern District of Kentucky and the Honorable Melba D. Marsh of the Hamilton County Common Pleas Court.

Presentations

Practice Groups:
Labor & Employment

Bar/Court Admissions:
Federal
Southern District of Ohio

State
Ohio

Education:
Salmon P. Chase College of Law -
Northern Kentucky University
(2012), University of Cincinnati
(2008), University of Cincinnati
(2006)



Taft Stettinius & Hollister LLP
<http://www.taftlaw.com>

Ann Arbor / Chicago / Cincinnati / Cleveland / Columbus / Dayton / Indianapolis / Northern Kentucky / Phoenix

Labor Law Traps for Nonunion Employers, May 15, 2014

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CONOR H. MEEKS is an associate in the Cincinnati office of Taft where he is a member of the Labor and Employment Practice Group.

Conor has represented employers in a broad range of labor and employment matters, including union organizing and contract negotiations under the National Labor Relations Act (NLRA) and the Railway Labor Act (RLA), unfair labor practice charges before the NLRB, labor arbitrations, as well as employment discrimination suits in Kentucky and Ohio. He has also been involved in appealing NLRB determinations to the Federal Circuit Courts. In addition, Conor has represented and advised employers on day-to-day employment matters such as discipline, discharge, handbooks, and policies, and in labor disputes such as strikes and lockouts. He has also advised clients on OSHA compliance issues with respect to injury and illness recordkeeping and reporting, as well as product labelling requirements under OSHA's Hazard Communication Standard. Conor also has experience in commercial litigation matters involving disputes over intellectual property and trade secrets.

Conor graduated *summa cum laude* from Purdue University, Krannert School of Management with a B.S. in accounting and management and minors in international business and finance and passed the Uniform CPA examination. Conor received his J.D., *summa cum laude* from Pepperdine University School of Law where he was Order of the Coif and Order of the Barristers. During law school, he was a member of the National Interschool Trial Team and a Fellow of the Geoffrey H. Palmer Center for Entrepreneurship & Law.

Practice Groups:

Labor & Employment

Bar/Court Admissions:

Federal

Southern District of Ohio, Eastern District of Kentucky, Western District of Kentucky

State

Ohio, Kentucky

Year First Admitted to Practice Law:

2014

Education:

Pepperdine University - School of Law (2014), Purdue University, Krannert School of Management (2011)

Professional Affiliations / Recognitions:

Salmon P. Chase American Inn of Court

Sarah Clay Leyshock Of Counsel

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SARAH CLAY LEYSHOCK is a Labor & Employment Attorney in the Cincinnati office of Taft. She focuses her practice exclusively on representing employers in litigation and pre-litigation matters involving state and Federal employment laws. She regularly resolves charges of discrimination filed with the Equal Employment Opportunity Commission, the Ohio Civil Rights Commission and the Kentucky Commission on Human Rights at the investigation and mediation stages. In addition, Sarah prepares key legal documents for employers, such as employment agreements, severance agreements, employee handbooks, last chance agreements and non-disclosure, non-compete and non-solicitation agreements, and advises clients on personnel matters involving reductions-in-force, wage and hour compliance, unemployment compensation, discrimination, retaliation, sexual harassment, leave entitlement, reasonable accommodations, wrongful termination, and other employment law liability considerations. Sarah is admitted to practice law in all state courts in Ohio and Kentucky, as well as the U.S. District Court for the Southern District of Ohio, the U.S. District Court for the Eastern District of Kentucky and the United States Court of Appeals for the Sixth Circuit. In 2014, 2015, and 2016, Sarah was selected as an Ohio Super Lawyers Rising Star.

Sarah earned her J.D. from Northern Kentucky University, Salmon P. Chase College of Law in 2006, where she also served as an advocate on two award-winning competitive trial advocacy teams. She graduated *magna cum laude* from Georgetown College with a B.A. in communication arts and psychology in 2002. She has served as a volunteer and board member for the Welcome House of Northern Kentucky, provides pro bono services for non-profit corporations through the Pro Bono Partnership of Greater Cincinnati and is current a member of the Cincinnati Bar Association.



Practice Groups:
Labor & Employment

Bar/Court Admissions:
Federal
Southern District of Ohio, Eastern District of Kentucky, 6th Circuit Court of Appeals

State
Kentucky, Ohio

Year First Admitted to Practice Law:
2007

Education:
Salmon P. Chase College of Law - Northern Kentucky University (2006), Georgetown College (2002)

Professional Affiliations / Recognitions:
Cincinnati Bar Association, Kentucky Bar Association, Ohio Super Lawyers Rising Star

Doreen Canton

Partner

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DOREEN CANTON is a partner of the Labor & Employment practice group of Taft. She graduated from Canisius College and the University of Cincinnati College of Law, where she was Lead Articles Editor of the *University of Cincinnati Law Review*.

Since 1988, she has advised and represented private and public employers in all areas of labor and employment law. She has a great deal of jury trial experience, and has tried many Title VII, Title IX and state law claims, including age, sex, race, disability and national origin discrimination, harassment, retaliation, defamation and contract claims to defense verdicts.

Doreen represents public and private colleges and universities on various matters, including Title IX litigation and compliance.

She also has substantial experience in traditional labor matters, including arbitrations, contract negotiations, elections and labor disputes. Doreen has handled hundreds of proceedings before administrative agencies such as the Equal Employment Opportunity Commission, the United States Department of Labor, the National Labor Relations Board, the Occupational Safety and Health Review Commission, and other state and local agencies.

Doreen speaks frequently at professional seminars including the American, Ohio and Cincinnati Bar Associations, the Midwest Labor & Employment Law Seminar, the Cincinnati Employers Resource Association. She also presents training programs for management and human resources professionals. She is a member of the Cincinnati Management Lawyers Association and the American Employment Law Council, both organizations of senior management employment attorneys.

Practice Groups:

Labor & Employment, Education - Litigation, Workplace Safety & Health, Educational Institutions

Bar/Court Admissions:

Federal

U.S. Supreme Court, 3rd Circuit Court of Appeals, 7th Circuit Court of Appeals, Northern District of Indiana, 6th Circuit Court of Appeals, Southern District of Ohio, Northern District of Ohio, Southern District of Indiana, Eastern District of Wisconsin

State

Ohio

Year First Admitted to Practice Law:

1988

Education:

University of Cincinnati College of Law (1988), State University of New York at Buffalo (1978), Columbia University (1973), Canisius College

Doreen is also an elected fellow in the American College of Trial Lawyers.

Doreen is listed in *Best Lawyers in America* and was named a 2017 "Lawyer of the Year" for Employment Law Management and in 2015 for Cincinnati Labor Law - Management. She is also listed in *Chambers USA: America's Leading Lawyers for Business*. *Ohio Super Lawyers* 2016 rated her one of the "Top 50 Women Attorneys in Ohio," one of the "Top 25 Women Attorneys in Cincinnati," and a "Top 50 Cincinnati *Super Lawyer*."

Professional Affiliations / Recognitions:

AV Peer Review Rating (LexisNexis/Martindale-Hubbell), American College of Trial Lawyers, American Employment Law Council, Best Lawyers in America®, Best Lawyers in America® - Lawyer of the Year, Chambers USA: America's Leading Lawyers for Business, Cincinnati Bar Association, Ohio Super Lawyers, Ohio Super Lawyers, Top 25 Women in Cincinnati, Ohio Super Lawyers, Top 50 in Cincinnati, Potter Stewart Inn of Court, Professional Women's Resource Group, Top 25 Super Lawyers - Cincinnati, Top 25 Women Super Lawyers 2012, Top 50 Women Ohio Super Lawyers