



CURRICULUM VITAE

Rhonda J. Moll, Esq.
Senior Consultant

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EDUCATION

TULANE LAW SCHOOL

J.D., 1985

Concentration in Labor Law

Moot Court Board Member, Winner, Client Counseling Competition

NORTHWESTERN UNIVERSITY

B.A., 1982

Major: English Literature

PROFESSIONAL EXPERIENCE

Consulting

Employment Practices Solutions, Inc.
Consultant June 2016 to December 2020
Senior Consultant December 2020 to present

Conduct investigations into complaints of workplace misconduct. Provide guidance to employers concerning sound personnel practices and procedures. Provide training programs on a broad range of employment issues, including investigation procedures, harassment, sensitivity, conflict management, diversity, effective hiring, disciplinary action and other workforce policies and practices. Conduct annual live anti-harassment/sensitivity training for international law firms, financial services firms and other employers. Provide one-on-one coaching to executives, professionals, physicians and other employees following investigations or disciplinary proceedings. Make presentations, serve on discussion panels and write articles on employment related topics.

Legal

EPSTEIN, BECKER & GREEN, P.C.

New York, New York

Senior Counsel

November 2015 to May 2016

Providing advice to corporate clients with respect to various labor and employment-related issues, including reductions in force, leaves of absence, and other complex matters. Drafting and revising key documents, *i.e.* handbooks, employment and separation agreements, and training manuals, and keeping clients up-to-date on developments in the law.

METROPOLITAN TRANSPORTATION AUTHORITY

New York, New York

Special Counsel – Employment

September 1997 to October 2015

Senior staff position reporting directly to the General Counsel, responsible for the implementation of MTA's employment practices and policies on an agency-wide basis. Working directly with General Counsel from MTA and each of its seven operating agencies to establish and ensure compliance with laws, regulations and policies, monitor best practices, and provide guidance and strategic direction on major litigation. Conducting and supervising outside counsel in employment litigation. Coordinating the reporting by MTA and its operating agencies to federal regulatory authorities concerning environmental justice and employment issues, personal privacy protections (including HIPAA), the Affordable Care Act, and MTA's Disadvantaged, Minority and Women-owned Business Enterprises Programs. Provided legal counsel to Chief Compliance Officer on MTA-wide ethics matters, designed and implemented MTA-wide reductions in force, advised on the termination of operations of one of the MTA subsidiary agencies, and assisted in the creation of a new consolidated business center responsible for all administrative functions across all MTA agencies.

METRO-NORTH COMMUTER RAILROAD COMPANY

New York, New York

Associate Counsel

November 1992 to September 1997

Representation of commuter railroad in litigation and administrative proceedings involving federal, Connecticut and New York state and local fair employment and other labor and employment-related statutes, including but not limited to the ADA, Title VII, ADEA, and the FMLA. Conducting and managing litigation involving state common law, including among other things claims relating to benefits and other contract issues. Rendering advice to managers and developing policies concerning labor and employment-related issues.

EPSTEIN BECKER & GREEN, P.C.

New York, New York

Associate

September 1985 to October 1992

Handled all aspects of employment discrimination, wrongful discharge and NLRB cases. Extensive involvement in all such actions, including defending clients in administrative agency practice, injunctions, discovery proceedings, trials, appellate proceedings and settlement matters; advice to corporate clients with respect to various labor and employment-related issues.

LICENSE/CERTIFICATIONS

Licensed attorney in the State of New York, 1985

Admitted in the United States Circuit Court for the Second Circuit of New York and the United States District Courts for the Southern and Eastern Districts of New York

National Association of College and University Attorneys Title IX Coordinator Certification, June 2020

PRESENTATIONS

Panelist, New York University School of Law 68th Annual Conference on Labor, "Ethics and Privilege Topics for In-House Counsel," New York, New York, June 2015

Lecturer, Manhattanville College, Purchase, New York, on legal issues concerning the ADA, ADEA and other related EEO laws, Fall 1994 and 1995

Instructor, LexVid, Legal and Practical Implications of Managing a Generationally Diverse Workplace, February 2020

PUBLICATIONS

Author, "Anticipating the Trump Administration's Impact on Employers, Human Resources and Employment Law," Employment Practices Solutions Newsletter, January 2017

Author, "Salary History Ban Legislation: Do We Need It?," Employment Practices Solutions Newsletter, February 2018

Author, "So Happy Together: Managing Five Generations at Work," Employment Practices Solutions Newsletter, November 2019