



CURRICULUM VITAE

Lori Waxman, Esq.,
Senior Consultant

800-727-2766 (EPS Phone)
917-757-4886 (Consultant Phone)
lwaxman@epspros.com
www.epspros.com

EDUCATION

J.D., **Brooklyn Law School**, 1992

- *Graduated Magna Cum Laude (top 3%)*
- *Brooklyn Law Review, Notes & Comments Editor*
- *American Jurisprudence Awards in Legal Writing and Civil Procedure*
- *Publications: Federal Habeas Corpus: The New Standard of Retroactivity*
57 Brooklyn Law Review 865 (1992)

B.A., **Wesleyan University**, 1988

- *Major: Government*
 - *Davenport Prize for excellence in the field of government and politics*
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PROFESSIONAL EXPERIENCE

Consulting

Employment Practices Solutions, Inc.

Senior Consultant

November 2010-May 2019;

March 2022 - 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. Provide one-on-one coaching to employees following investigations. Make presentations, serve on discussion panels and write articles on employment related topics.

Legal

WPP, New York, NY

Vice President, Counsel for the Americas

May 2019-February 2022

Provided expert counsel to multinational communications holding company and its numerous operating companies on all areas of employment law including discrimination, harassment, and retaliation; individual and group terminations; hiring, promotion and compensation practices; disciplinary actions; leaves and accommodations including ADA compliance; wage and hour compliance; contingent workforce planning; data privacy; and whistleblower claims.

THE WAXMAN LAW FIRM, Port Washington, NY

Principal

September 2010-May 2019

Counseled clients in all areas of labor and employment law.

CITY UNIVERSITY OF NEW YORK, New York, NY

Labor & Employment Counsel

September 2011-May 2019

Advised the Counsel and Vice President for Legal Affairs/Faculty and Staff Relations (BMCC campus) on labor and employment law matters.

PITTLEMAN & ASSOCIATES, New York, NY

Legal Recruiter

December 2006-August 2010

Conducted legal searches for law firms and corporations, making highly coveted placements.

FEDERAL RESERVE BANK OF NEW YORK, New York, NY

Employment Counsel, Assistant Vice President and Team Leader for Corporate Affairs

August 1997 -February 2004

Managed legal team and counseled clients, including the most senior officers, on employment matters and significant policy and corporate issues. Provided guidance and legal advice related to downsizings, EEO matters and benefit issues. Advised lawyers on other teams on employment related litigation.

KAYE SCHOLER, New York, NY

Associate, Labor & Employment Group

September 1992 -August 1997

Counseled clients on full range of employment issues. Defended against administrative charges and civil lawsuits involving alleged violations of Title VII, the ADEA, ADA, FMLA and FLSA.

LICENSE/CERTIFICATIONS

Licensed attorney in the State of New York, 1993

Registered in the Federal District Court for the Southern & Eastern Districts of New York

MEMBERSHIPS

New York City Bar Association

PUBLICATIONS

Author, "Harassment and Discrimination Training: Not a One-Time Deal," Employment Practices Solutions Newsletter, September, 2017

Author, *"LGBT Employees And The Changing Legal Landscape,"* Employment Practices Solutions Newsletter, May 2015

Author, *"EEOC's Final ADA Regulations: What Do They Mean For Employers?"* Employment Practices Solutions Newsletter, June 2011

PRESENTATIONS

Presentation for Nassau County Bar Association Labor and Employment Law Committee, *"Recent Developments in Sexual Discrimination Law,"* February 2015

EPS RealSolutions Interview & Podcast, *"LGBT Employees And The Changing Legal Landscape,"* May 2015