



Debra Steiner Friedman

Member

Philadelphia, New York

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Debra focuses her counseling and litigation practice on compliance with federal and state employment laws and regulations, noncompetition disputes, business torts, corporate reorganizations, affirmative action issues, and defense of discrimination claims.

Debra provides legal and business solutions to a myriad of human resource issues. She also regularly drafts complex corporate policies and contracts for her clients and advises them on best practices.

Debra advises federal contractors how to comply with the Office of Federal Contract Compliance Programs (OFCCP) laws and regulations and defends federal contractors in OFCCP audits.

Debra works closely with corporate counsel on the employment aspects of due diligence for complex transactions. She also negotiates and drafts employment and separation agreements for executives and companies in connection with such transactions.

Debra has successfully represented and defended many clients in noncompete, business tort, and discrimination lawsuits. She regularly defends clients before federal and state fair employment practice agencies. Debra also counsels clients on how to address requests for workplace accommodations and, for places of public accommodation, requests for modifications to services and programs. She defends clients on a variety of disability accommodation issues before civil rights agencies and in courts.

Debra has published numerous articles on a variety of employment topics and has been interviewed and quoted by many media outlets. She lectures human resource professionals and management personnel on workplace issues such as anti-harassment programs, employee evaluation and discipline issues, and leaves of absence. Debra also is a Chapter Editor for the ABA's Family and Medical Leave Act treatise, Second Edition.

Debra is vice chair of the board of directors for the Philadelphia Youth Network, a youth workforce development organization, and secretary of the board of the directors for the Valley Forge Chapter of the National Charity League, Inc., a philanthropic organization committed to fostering mother-daughter relationships through community service, leadership development, and cultural experiences. Debra earned her Bachelor of Arts, *magna cum laude*, at the University of Pennsylvania in 1989 and her law degree from the University of Pennsylvania Law School in 1992.

Experience

Regularly counsel clients on hiring, performance, discipline, termination, and other employment issues affecting the workplace with the goals of ensuring compliance with applicable laws and regulations and promoting best practices.

Assisted start-up company structure executive employment agreements to obtain and retain key talent.

Performed audit of recruiting and onboarding materials for health insurer, identifying legal risks, providing step-by-step compliance solutions, and streamlining the electronic and paperwork process.

Successfully resolved complex discrimination charge with the EEOC on behalf of the operator of multiple nursing homes by negotiating creative, non-monetary settlement and helping the owner

Practice Areas

- Employment Litigation
- Labor & Employment
- Litigation

Industry Sectors

- Health Care & Life Sciences

Education

- University of Pennsylvania Law School, J.D., 1992
- University of Pennsylvania, B.A., *magna cum laude*, 1989

Bar Admissions

- New Jersey
- New York
- Pennsylvania

Court Admissions

- New York Court of Appeals
- Pennsylvania Supreme Court
- Supreme Court of New Jersey
- U.S. Court of Appeals for the Second Circuit
- U.S. Court of Appeals for the Third Circuit
- U.S. District Court -- Eastern District of New York
- U.S. District Court -- Eastern District of Pennsylvania
- U.S. District Court -- Middle District of Pennsylvania
- U.S. District Court -- New Jersey
- U.S. District Court -- Northern District of New York
- U.S. District Court -- Southern District of New York

Affiliations

- American Bar Association
- New Jersey State Bar Association
- New York State Bar Association
- Pennsylvania Bar Association
- American Health Lawyers Association

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implement HR practices to reduce further legal risks.

Work closely with expatriates doing business in the U.S., advising them on compliance with U.S. employment laws.

Negotiated with government agency to reduce citations for government contractor as the result of an audit and helped to improve the contractor's relations with the agency going forward.

Identified legal risks to buyer of insurance exchange associated with the assumption of many executive employment agreements and crafted solutions to address the risks.

Obtained judgment for a health care system in a disability discrimination case involving restriction of a physician's staff privileges.

Obtained dismissal, with prejudice, for entertainment company on a Motion to Dismiss the Amended Complaint of a former employee alleging negligent security and negligent hiring and retention claims.

Successfully resolved complex spoliation claims asserted against regional hospital system.

Successfully defended a manufacturing company against a claim brought by a former employee under OSHA 11(c). The employee asserted that he was terminated in reprisal for notifying the employer of his and others' exposure to carcinogens at the worksite. After an extensive investigation, the Secretary of the U.S. Department of Labor dismissed the claim, having determined that, while the employee had engaged in protected activity, his protected activity was not the motivating factor in his termination. Rather, the employer demonstrated that the employee was terminated for engaging in a series of safety violations and other inappropriate conduct.

Obtained summary judgment for insurance company client on Americans with Disabilities Act ("ADA") failure to accommodate claim brought by the current employee.

Obtained summary judgment for higher education client on all claims brought by a former physician's assistant student alleging causes of action in negligence, assault, battery, false imprisonment, intentional infliction of emotional distress, defamation, malicious use of process, wrongful use of civil proceedings, and concerted action.

Won preliminary injunctive relief on behalf of a Pennsylvania-based client in the wellness industry that faced efforts by MGM Resorts International and Life Time Fitness, Inc. to develop a competing business in Las Vegas. This result was secured in federal court in Nevada and led to a favorable settlement.

Represented The Institutes, a leading education and research provider for the risk management and insurance industry, in its strategic acquisition of substantially all of the assets of Claims Litigation Management (CLM) and Claims Pages. CLM is the largest member organization of insurance professionals. The seller's businesses include insurance conferences, local chapter events, online resources, and other member benefits. This transaction drew on the experience of the firm's corporate, tax, intellectual property, labor and employment, and employee benefits attorneys.

Represented Spell Capital Partners, LLC and its portfolio company, Viking Plastics, in connection with the acquisition of Genesis Plastics and Engineering, LLC and Genesis Plastics Solutions, LLC. Viking Plastics is an injection molding and value-added assembly service provider. With facilities in Jeffersonville and Scottsburg, Ind., Genesis manufactures injection molded parts for the automotive industry. This transaction drew on the experience of the firm's corporate, tax, real estate, intellectual property, labor and employment, employee benefits and executive compensation, and utilities, environmental, and energy attorneys.

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Represented the ownership of a top construction management firm located in the Mid-Atlantic region in connection with the sale of most of the company's equity to senior management, with the buyers delivering promissory notes for payment of the purchase price to be paid through cash flow from company operations. This transaction drew on the experience of the firm's corporate, tax, labor and employment, and employee benefits attorneys.

Represented Advanced Discovery in its acquisition of Responsive Data Solutions (RDS). Advanced Discovery, a leading provider of electronic discovery services and software for law firms and corporations worldwide, was acquired by Trivest Partners, L.P. in August 2014. Based in Washington, D.C., RDS provides e-discovery services and litigation support solutions.

Represented WWSC Holdings, LLC, one of the largest structural steel fabrication and erection companies in North America, in connection with the acquisition by Alleghany Capital Corporation of a majority interest in the company. This significant transaction drew upon the experience of the firm's corporate, tax, labor and employment, benefits, and environmental attorneys.

Represented Spell Capital Partners, LLC in its acquisition of Viking Plastics, a leading manufacturer of tight-tolerance proprietary and custom injection molded products and assemblies for the automotive, HVAC, and industrial markets. This complex transaction drew upon the experience of the firm's corporate, tax, environmental, real estate, labor and employment, and intellectual property attorneys.

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