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Peer Review Rating: AV Martindale-Hubbell

Born Cedar Rapids, Iowa. B.A., University of Iowa, 1989; J.D., with Honors, Order of the Coif, DePaul University College of Law, 1993. Admitted to the Bar of Illinois and the United States District Court for the Northern District of Illinois, 1993; the United States Court of Appeals for the 7th Circuit, 1994.

Practice Areas:

- Employment, commercial and professional liability litigation before the Illinois State and Federal Courts
- Civil appellate practice before the Illinois Appellate and Supreme Courts and the United States Court of Appeals for the Seventh Circuit
- Employment litigation before the Federal Equal Employment Opportunity Commission, the Illinois Department of Human Rights, and the Illinois Human Rights Commission

Professional Memberships and Activities:

- Illinois State Bar Association
- Illinois Association of Defense Trial Counsel
  - Co-Chair - Employment Law Committee 2009 - Present
  - Speaker - IDC 2009 Fall Seminar
  - Involvement as *Amicus Curia* on behalf of the Illinois Association of Defense Trial Counsel in support of the Tort Reform Act
- Illinois Appellate Lawyers Association

Publications:

The Rehabilitation Act – Does It Extend To Independent Contractors?, IDC Employment Law Publication, 2010.

Significant Changes in the Americans With Disabilities Act, IDC Quarterly, First Quarter, 2009, Vol 19, No. 1.

Excessive Punitive Damages Awards - Much Ado About Something, IDC Quarterly, Third Quarter, 2006, Vol. 16, No. 3.

Embedded Microprocessors: The Other Y2K Problem, Illinois Bar Journal, 1999, Vol. 87, No. 12.

Courts Are Beginning to Permit Excess Insurers to Maintain Malpractice Actions Against Their Insured's Attorneys, ABA Tort & Insurance Practice Committee News, Fall, 1998.

D & O Liability and the Year 2000: A Repeat of the 1980s?, Illinois Bar Journal, 1998, Vol. 86, No. 9.

The Sale of Asbestos Insulation, Incidental to Its Installation into Real Property, is a Protected Activity Under the Construction Statute of Repose, IDC Quarterly, First Quarter, 1998, Vol. 8, No. 1.

An Excess Insurer's Right to Maintain a Malpractice Action Against the Insured's Attorney: An Undecided Issue in Illinois, IDC Quarterly, Fourth Quarter, 1997, Vol. 7, No. 4.

Construction Statute of Repose: The Sale of a Product, Incidental to Its Installation, Is a Protected Activity Under the Construction Statute of Repose, IDC Quarterly, Fourth Quarter, 1996, Vol. 6, No. 4.

Liability Insurance, IICLE, 1996.