

R. MONICA HENNESSY

MONTGOMERY, MCCrackEN, WALKER & RHOADS, LLP
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Licensed to practice NJ 1996, PA 1996

LEGAL EXPERIENCE

Partner: Montgomery, McCracken, Walker & Rhodes, Cherry Hill, NJ. Co-Chair, Sustainable Business Practice Group, Member of Maritime and Transportation Group, Labor and Employment expertise. Assists clients in all aspects of civil litigation in New Jersey and Pennsylvania state and federal courts; provides counseling in all aspects of sustainability and employment policies and practices including advising on statutory compliance, designing corporate policy and strategies, including HR and labor strategies and initiatives, reviewing contracts, providing training, and drafting and enforcing company policies; conducting internal investigations; practices in all areas of alternative dispute resolution including mediation, arbitration.

September 2006 - Present

Law Clerk, Career: Honorable Joel B. Rosen, Magistrate Judge, United States District Court for the District of New Jersey, Camden Vicinage. Prepared memoranda of law, drafted opinions and proposed orders, observed and conducted mediation and settlement sessions, supervised externs and interns.

* Appointed Mediator for the EEO/EDR Plan, United States District Court for the District of New Jersey, assisting in development of mediator and supervisor training for this new program.

* Facilitator training federal judicial employees in Employment Dispute Resolution Program for Administrative Office of the Courts, Fair Employment Practices Office, Washington, DC

October 1999 - September 2006

Associate: Archer & Greiner, Labor & Employment Law Department, Haddonfield, NJ. Worked in all aspects of both the labor and the employment law practice including drafting pleadings, motions, letters to assist in litigation, negotiated settlements, participated in mediation and arbitration of pending cases, counseled clients on workplace practices, drafted and reviewed employment contracts and handbooks, participated in labor negotiations and labor campaigns, prepared and gave speeches and presented seminars on employment practices and law; as the employment law member of the Computer and High Technology Group, advised clients on the impact of technology and related laws in the workplace.

September 1996 - October 1999

Law Clerk: Honorable Joel B. Rosen, Magistrate Judge, United States District Court for the District of New Jersey, Camden Vicinage. Prepare memoranda of law, draft opinions and orders.

August 1995 - August 1996

EDUCATION

TEMPLE UNIVERSITY SCHOOL OF LAW, Philadelphia, PA. JD degree 1995. GPA: 3.39

Honors: Graduated cum laude

Outstanding Recognition in Clinical Courses:

Death Penalty Litigation, Temple Legal Aid Office: Families with HIV/AIDS

Award: Jerry Zaslow Memorial Award for demonstrated outstanding academic achievement as well as well-rounded activity within the Law School community

Co-Founder, Public Interest Experience, student pro bono program and 1997 Philadelphia Volunteer Lawyer for the Arts Public Service award recipient, now located within the Office of Public Interest Law Programs, Temple Univ.

*Activities: Student Representative, Law School Hiring Committee for the Assistant Dean of Career Services
National Lawyers Guild; Haitian Refugee Project; Golden Venture Project*

Internships: Summer Associate: Ballard Spahr Andrews & Ingersoll, LLP, Phila., PA. Summer 1994

Research Assistant: Professor Jan Armon, Temple University School of Law. Assisted in curriculum development, researched and edited curriculum documents and course materials. August 1993 - May 1994

Summer Intern: Honorable Jerome Simandle, United States District Court for the District of New Jersey, Camden Vicinage. Prepared drafts of opinions and orders, prepared memoranda for judge on oral argument. Summer 1993

FORDHAM UNIVERSITY, Bronx, NY. BA, English; Minor, French, 1986.

Honors: Phi Beta Kappa, Phi Kappa Phi, Graduated cum laude. Top 10%. GPA 3.69.

AMERICAN SCHOOL IN LONDON, London, England. High school, 1981-1982.

ALLIANCE FRANCAISE, Paris, France. Intensive summer program, 1981.

PUBLICATIONS

"Toward a Protean Workplace: Diversity and Affirmative Action," Pennsylvania Bar Institute 15th Annual Employment Law Institute, PBI. No. 5500, April 2009

"Rule 16, The Litigator's Forgotten Ally," with Joel B. Rosen, American Bar Association *Litigation*, Vol 34, No. 4, Summer 2008

"Paid Family Leave in New Jersey - Are we creating a structure for success?," with Brian Sullivan, New Jersey Labor & Employment Law Quarterly, Winter 2007

"Mediation and Alternative Dispute Resolution: Overview of Terms, Methods, and Implementation" Pennsylvania Bar Institute 13th Annual Employment Law Institute, PBI. No. 4625, April 2007

"Pro Bono Representation: A Primer," with A. Montemarano and K. Armstrong,
<http://pacer.njd.uscourts.gov/atty/proBono.html>.

"Alternative Dispute Resolution in Employment," with D. Keyser, 155 N.J.L.J. 1286 (1999).

APPOINTMENTS

Appointed to the Delaware River Port Authority Green Ribbon Panel on the DRPA Green Ports Initiative, 2009.

Appointed to the Committee on Civil Pro Bono Litigation for the United States District Court for the District of New Jersey, 2005 - 2009.

SELECTED VOLUNTEER POSITIONS

- Member, Board of Trustees:** Sustainable Cherry Hill, Cherry Hill, NJ. Member Executive Board. 2008-Present
- Member, Board of Trustees:** Sustainable Business Network of Greater Philadelphia, Philadelphia, PA. Former Board Co-Chair and former Chair Personnel Committee. 2006-Present
- Member, Board of Trustees:** Alice Paul Institute, Mt. Laurel, NJ. Chair Personnel Committee. 1999-2005

CONTINUING LEGAL EDUCATION

Presenter:

United States District Court, New Jersey, Camden, Pro Bono Opportunities, July 2011

United States District Court, New Jersey, Camden, Pro Bono Opportunities, July 2010

Wharton Small Business Development Center, "Marketing Green: Finding the Words, Finding your Audience and Doing it Legally," June 2010

United States District Court, New Jersey, Camden, Pro Bono Opportunities, July 2009

PBI Employment Law Institute, "Toward a Protean Workplace: Diversity and Affirmative Action" April 2009

Client seminar, "Changes to the FMLA and its Regulations, and What They Mean for Your Organization" January 2009

Sustainable Venture Institute, "Legal Issues in Sustainable Business," Philadelphia, PA, November 2008

Montgomery McCracken and Nonprofit Issues® Present the 18th Annual This Year in Nonprofit Law, "Downsizing" November 2008

2008 MS Conference and Expo, Valley Forge, PA, "Making MS Work: Employment Issues," November 2008

United States District Court, New Jersey, Camden, Pro Bono Opportunities, July 2008

National MS Society, "Making MS Work," June 2008

Burlington County Bar Association, "Workplace Investigations," February 2008

Sustainable Venture Institute, "Legal Issues In Sustainable Business," Philadelphia, PA, November 2007

United States District Court, New Jersey, Camden, Pro Bono Opportunities, June 2007

Developments in the ADA, Labor Law Symposium, Philadelphia, PA, April 2007

PBI Employment Law Institute, April 2007: Mediation – presented on mediation techniques and conducted a mock mediation.

Montgomery McCracken and Nonprofit Issues® Present the 16th Annual "This Year in Nonprofit Law" October 24, 2006: "Peer Mediation in Employment"

EDR Training for Court Unit Executives and Managers (Pilot), Administrative Office of the Courts, Fair Employment Practices Office, Washington, DC, (date) September 2006: Conducted with the FEP a pilot training for Court Unit Executives in the court's employment dispute resolution process.

EDR Lessons Learned, Administrative Office of the Courts, Fair Employment Practices Office, Washington, DC, (dates) April, May, June, July 2005: Trained the employment dispute resolution coordinators for the United States Court system in a series of training sessions covering employment discrimination, mediation, and dispute resolution topics.

Organizer:

*Member, Alice Paul Equality Award committee, award presented to four outstanding women in the area of women's rights, April 2008

*Co-Chair, Alice Paul Equality Award committee, award presented to four outstanding women in the area of women's rights, April 2006

*Moderator and Organizer for U.S. District Court New Jersey Pro Bono Committee: *Section 1983 Litigation*, co-sponsored by Federal Practice and Procedure Section of the NJSBA, February 2006