

# Daniel Schlein

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**Experienced counsel with superior writing, research, analytical and interpersonal skills; adept at providing clients strategic counsel, assessing risks and reducing exposure to litigation; expertise in legal research and writing; skilled in drafting briefs and motions in state and federal courts; extensive experience as workplace investigator for multinational company; possesses excellent training and presentation skills as well as ability to coordinate cross-functional groups to accomplish objectives.**

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**LAW OFFICE OF DANIEL SCHLEIN**, New York, NY

2007 to Present

*Principal*

Practice focuses on counseling clients with emphasis on active reduction of litigation costs and liability exposure. Experience with a wide variety of civil rights and discrimination issues from the perspectives of a law firm lawyer, corporate executive and outside neutral. Monitor legal developments and draft briefings for clients on legal strategy; provide counsel to management in investigations as well as conduct independent fact-finding investigations; provide counsel on commercial contracts, wage and hour issues, Title VII of Civil Rights Act of 1964, Americans with Disabilities Act, New York State & City Human Rights Laws, New Jersey Law Against Discrimination, FOIA, §1983 civil rights actions, constitutional claims, Family and Medical Leave Act, Foreign Corrupt Practices Act, retaliatory discharge, whistleblower statutes, assault and battery, disciplinary actions, employee development, immigration issues and compensation agreements. Experience with depositions, pretrial preparation, hearings, negotiating settlements and drafting briefs and memoranda; mediate disputes for New Jersey Superior Court and arbitrate employment and brokerage disputes for Financial Industry Regulatory Authority.

**Representative Projects:** Supervised Estee Lauder's outside employment counsel nationally as temporary cover; conducted workplace investigation for Hyundai and advised business staff on employment and labor issues; arbitrated large claim by State of New Jersey against Goldman Sachs for alleged misrepresentations in investment recommendations.

**ADAMS GUTIERREZ & LATTIBOUDERE**, Newark, NJ

2011 to Present

*Of Counsel*

Research and draft wide variety of motions and briefs in federal, state and administrative courts on behalf of school boards and municipalities; projects include dismissal motions, motions for summary judgment, motions to compel discovery and arbitration, removal motions, and motions to sever claims; handle settlement negotiations and draft settlement agreements.

**Representative Projects:** Assisted in overturning \$15 million jury verdict against public entity with subsequent low settlement figure in FLSA overtime suit; drafted summary judgment brief eliminating harassment claims against school district; obtained summary action in Third Circuit dismissing tort and retaliation claims.

**BLOOMBERG BNA**, Alexandria, VA

2017 to 2018

*Consultant*

Draft practical guidance on corporate, labor and employment issues for legal practitioners.

**PFIZER, INC.**, New York, NY

2001 to 2007

*Assistant Director*

Handled internal investigations, corporate policy initiatives, employee training and other employment-related issues. Identified and resolved systemic and individual problems (including 200+ complex discrimination, harassment or other pre-litigation complaints), significantly reducing costs and exposure. Worked directly

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with all levels of employees as well as across Legal, Compliance, Human Resources, Research and Development, Sales, Manufacturing, and other divisions. Liaised with staff throughout U.S. to coordinate complex investigations. Collaborated with strategically important community groups to advance company's global diversity program and helped develop and standardize policies and procedures. Delivered training classes on employment law issues to managers, non-managers and trainers. Monitored and disseminated developments in labor and employment field to management.

**SILLS CUMMIS ZUCKERMAN TISCHMAN EPSTEIN & GROSS P.C.**, Newark, NJ 1997 to 2001

*Associate Attorney*

Defended companies in employment law and general commercial litigation at one of New Jersey's premier law firms. Hands-on practice in administrative courts, trial courts and appellate courts. Directly managed state and federal litigation regarding employment law, commercial litigation, contractual disputes, copyright infringement, public bids and bankruptcy. Represented clients at administrative hearings, trial and appeal. Drafted answers, interrogatories and document requests. Identified and interviewed witnesses and prepared them for depositions. Took and defended depositions. Researched and wrote complex briefs on discovery issues, summary judgment, appeals and other matters. Led settlement negotiations.

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#### PROFESSIONAL DEVELOPMENT & CERTIFICATIONS

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CORNELL UNIVERSITY SCHOOL OF INDUSTRIAL & LABOR RELATIONS	
SCHEINMAN INSTITUTE ON CONFLICT RESOLUTION	Adv. Certificate in Conflict Resolution, 2009
COMMERCIAL DIV., SUPREME COURT OF NEW YORK, NEW YORK COUNTY	Certified Commercial Mediator, 2009
FINANCIAL INDUSTRY REGULATORY AUTHORITY (FINRA)	Dispute Resolution Arbitrator, 2009
SUPERIOR COURT OF NEW JERSEY-ESSEX COUNTY COURT	Court Mediator, 2008
THUNDERBIRD SCHOOL OF MANAGEMENT	Executive Management Program, 2006
AMERICAN MANAGEMENT ASSOCIATION (AMA)	Certificate of Achievement in Management Excellence, 2006

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#### EDUCATION

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GEORGE WASHINGTON UNIVERSITY NATIONAL LAW CENTER, Washington, DC	<b>JD</b>
UNIVERSITY OF OXFORD, Oxford, UK	<b>M.Litt. in Politics</b>
WESLEYAN UNIVERSITY, Middletown, CT	<b>BA with honors and high distinction</b>

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#### BAR MEMBERSHIPS

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STATE: New York, New Jersey and the District of Columbia.

FEDERAL: District of New Jersey (DNJ), Southern & Eastern Districts of New York (SDNY & EDNY) and U.S. Court of Appeals for the Third Circuit.

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#### PUBLICATIONS, ASSOCIATIONAL MEMBERSHIPS & PRO BONO WORK

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##### PUBLICATIONS

- *The Employment Non-Discrimination Act*, Assoc. of the Bar of the City of New York, New York, NY (April 2011)(participated as part of Labor and Employment Committee).
- *New Frontiers for Genetic Privacy Law: The Genetic Information Nondiscrimination Act of 2008*, 19 GEO. MASON U. CIV. RTS. L.J. 311 (2009).
- *Rethinking the Role of Unpublished Authority*, New Jersey Lawyer (April 2013).

MEMBER, New York and New Jersey State Bar Associations, American Bar Association, Association of the Bar of the City of New York (member of International Human Rights Committee) and Oxford Alumni Association of New York (past President). Provide *pro bono* legal research assistance to REDRESS (nonprofit advocating on behalf of victims of torture) and REPRIEVE (nonprofit that uses international and domestic law to end the death penalty).