
BEVERLY A. WILLIAMS, ESQ.

Parthenon Enterprises, Inc., 184 S. Livingston Ave., Suite 312, Livingston, NJ 07039
1 (973)769-7823 ♦ bwilliams@wongfleming.com; bwilliams99@comcast.net

EDUCATION

Rutgers University Law School - Newark, NJ
Juris Doctor, May 1987
Editor, Rutgers Law Review

University of North Carolina - Chapel Hill, NC
Master of Public Administration, May 1976

Douglass College, - New Brunswick, NJ
Bachelor of Arts, January 1971

PROFESSIONAL SUMMARY

Labor and employment law professional and former human resources executive with excellent communication and negotiation skills, and a wealth of experience conducting sensitive workplace investigations at all levels of global organizations, including the most senior levels while providing a pragmatic perspective based on an eclectic employment journey.

WORK HISTORY

Wong Fleming P.C. – Princeton, NJ
Partner

March 2022

- Practice concentrates on Labor and Employment Law and Alternative Dispute Resolution
- Judge, Princeton Mock Trial Regionals 2024

Herbert Law Group, LLC – Englewood Cliffs, NJ
Of Counsel

March 2014 – December 2021

- Handles employment discrimination cases including developing discovery, litigation and settlement strategies, trial preparation, interaction with clients and drafting correspondence.

Parthenon Enterprises, Inc. – Livingston, NJ
Principal

December 2009 – Current

- Provides employment and labor law and human resources consulting and training services to businesses, management, and labor professionals; and conducts investigations.
- Adjunct Instructor-Rutgers University School of Public Affairs & Administration, Newark, NJ (Summer 2018); taught labor relations course to graduate students
- Adjunct Instructor-Rutgers University School of Management & Labor Relations, Continuing Education Program, Piscataway, NJ (2012-2015); lectured and led seminar discussions about labor and employment law topics.
- Arbitrator, Financial Industry Regulatory Authority (FINRA)
- Host, *Your Employment Matters* podcast.

Automatic Data Processing – Roseland, NJ
Vice President, Corporate Employment Law Services

February 1998 – December 2009

Promoted to role of expanded responsibility in an environment of constant change at ADP, one of the largest

global providers of business process outsourcing solutions.

- Provided advice, counsel, and training company-wide about employment law and labor matters to the company's global executives, HR professionals, and sales and service management.
- Advocated for and obtained approval to conduct sexual harassment training for C-Suite executives on a one-to-one basis.
- Led legal team of 2-3 attorneys and support staff with company-wide responsibility for investigation of complaints of discrimination, harassment training, immigration, background checks, affirmative action compliance, HR policies and procedures, reduction in force and severance issues, employee discipline and wage and hour compliance.
- Improved company's results and relationship with the Office of Contract Compliance Programs by more than 50%.
- Reduced employment related litigation materially.

Epstein Becker & Green, P.C.-- Newark, NJ & New York, NY Offices September 1988-February 1998
Associate Attorney

- Defended Fortune 500 management clients against claims of employment discrimination, wrongful termination and related claims filed in federal and state courts and administrative agencies.
- Provided advice to senior management and in-house counsel on a variety of human resource issues, including equal employment opportunity laws, wage and hour compliance, restrictive covenants, reductions in force, hiring, employee discipline and effective performance evaluations.
- Drafted employee handbooks, personnel policies, and procedures.
- Conducted training for managers, supervisors, and employees on avoiding sexual harassment and other discrimination claims.
- Investigated complaints of sexual harassment and discrimination.

Robert N. Wilentz, Chief Justice, Supreme Court of New Jersey September 1987 to – August 1988
Oakhurst, NJ

Law Secretary

Served as law clerk to the Honorable Robert N. Wilentz, Chief Justice, Supreme Court of New Jersey, [during the term in which the Baby M case was decided].

Cohn & Lifland – Saddle Brook, NJ

Full-Time Law Clerk

Conducted research and drafted legal memoranda and court papers.

Port Authority of New York & New Jersey – New York, NY

Labor Relations Specialist

Provided support in grievances, collective bargaining negotiations and arbitrations.

Newark School District, Newark, NJ – Newark, NJ

Executive Director, Labor Relations

Promoted to role of expanded responsibility in an environment of constant change

Led a team of five (5) non-attorneys handling grievances and labor arbitrations and collective bargaining negotiations, workers' compensation, and disciplinary hearings.

SKILLS

Skilled Investigator and Negotiator
Critical Thinker
Excellent Communicator

Strategic Thinker and Tactical Implementer
Excellent Listener
Extremely Observant

PUBLICATIONS

Books: *Your GPS to Employment Success: How to Find and Succeed in the Right Job; Get the Job • Done* , employment advice books for people of all ages

Articles: *Where I Come From, Women Don't Sit at the Head of the Table: Is Embracing DEI Essential to the Resurgence of Unionism?*; *No One Should Have to Say "Me Too"*; *Sexual Harassment in the American Workplace*; *Title I of the Americans with Disabilities Act: A Partial Primer*; *# I Too (Can and Will Do More)*
Published in various issues of the Women Lawyers of Bergen Newsletter

Author, *Pattern Makers' League v. NLRB: Individual Autonomy v. Union Solidarity?* 39 RUTGERS L. REV. 197 (1986)

FELLOWSHIP

Ford Fellowship recipient to pursue a Master of Public Administration degree at the University of North Carolina at Chapel Hill, Chapel Hill, NC

TEACHING EXPERIENCE

Adjunct Instructor-Rutgers University School of Public Affairs & Administration, Newark, NJ (Summer 2018); taught an introductory labor relations course to graduate students

Adjunct Instructor-Rutgers University School of Management & Labor Relations, Piscataway, NJ (2012-2015); lectured and led seminar discussions about labor and employment law topics

Lectures/Seminars Conducted

- Decision-Making, Conflict Management & Negotiation
- Understanding the Legalities and Workplace Implications
- Legal Issues for Today's Leader
- Resolving Conflicts with Employees, Peers, and Others
- Employment Law Overview
- Career-Readiness Seminars
- Sexual Harassment Training to C-Suite Executives and others.

PROFESSIONAL MEMBERSHIPS

- American Bar Association
- New Jersey State Bar Association
- Women Lawyers of Bergen (Bergen County, NJ)

Bar Admissions

- State of New Jersey
- District of Columbia
- U.S. District Courts for the District of New Jersey and the Districts of New York for the Eastern, Western and Southern Districts
- U.S. Tax Court

ADDITIONAL INFORMATION

Relevant Professional Training (2009 to Present)

- Becoming A Labor Arbitrator, Federal Mediation & Conciliation Service, Completion Date: October 2020
- Sidney Reitman Employment Law American Inn of Court--2019 to 2021, and continuing
- Justice Marie L. Garibaldi ADR American Inn of Court—2022 to 2024
- Implicit Bias: A Conversation on Best Practices
- The Power of Unconscious Bias
- Basic Mediation Training
- Advanced Civil Mediation Training Course for Employment Cases
- Financial Industry Regulatory Authority (FINRA) Basic Arbitrator Training
- Labor and Employment Law Forum
- Labor & Employment Law Summer Institute
- Employment Law Roundtable: Current Issues in Employment Law
- Public Employment Relations Conference
- Workplace Conduct Investigation Breakfast Seminar
- Accelerating Marketing and Avoiding Ethical Issues
- Ethics for Transactional Attorneys
- Ethical Cliffhangers for Trial Attorneys
- Bribes, Kickbacks, and Other Payoffs: Navigating the Ethical and Legal Landmines
- Hiring Employees Who are Bound by Non-Compete Agreements-Employers' Considerations
- The Two Faces of the In-house Counsel: Maintaining Your Role as a Lawyer, and Becoming More Than “Just the Lawyer”

Unions Opposed or Supported

- Members of the New Jersey State Building and Construction Trades Council(Bricklayers, Carpenters, Electricians, Plumbers, Painters, Roofers, etc.)
- Service Employee International Union
- Office and Professional Employees Union
- Transport Workers Union
- International Union of Operating Engineers
- Newark Teachers Union, American Federation of Teachers
- New Jersey State Nurses Association
- New Jersey Principals and Supervisors Association
- City Association of Supervisors and Administrators
- Served as consultant to union-side practice of former General Counsel, Equal Employment Opportunity Commission

REFERENCES

- Wade J. Henderson, Interim President and CEO (Ret.)
Leadership Conference for Civil and Human Rights
Washington, D.C.
(202) 441-3649
- Michelle Ramirez Lopez
DEI Strategist and Senior Consultant
Paradigm Strategy
(845) 920-6516

- Elena Charles
Sr. VP Investor Relations, (ret.)
CDK Global
(973) 960-8748
- C. Gregory Stewart, Esq.
Former General Counsel
U.S. Equal Employment Opportunity Commission
(703) 231-8100