

Faculty Biographies for Employment Law Series

Five Generations in the Workplace: Legal and HR Issues

September 11, 2026

GIDEON ESAKOFF represents regular people in employment and defamation litigation. An innovative trial lawyer, Gideon has broad experience in a wide range of high stakes litigation in state and federal courts. He has successfully litigated online defamation, wrongful death and other torts, trade secrets and copyright disputes, and employment discrimination, Section 1983, and other constitutional matters. He presents and consults on novel issues arising from artificial intelligence and has served on the Arizona State Bar Association's E-commerce, Internet and Technology Law Section Council. During law school, Gideon focused on trial advocacy and the legal impact of emerging technologies. He represented consumer fraud victims in the Public Interest Civil Litigation Clinic, earned the Pro Bono Award with High Distinction, and competed in a national mock trial tournament. Selected for a research group led by U.S. District Judge Roslyn Silver, he studied AI-powered neuroscience in the courtroom. He also co-founded two student organizations and served as president of the Trial Advocacy Group. Before law school, Gideon founded a successful DJ business and worked for a national insurance carrier. A native of New Jersey, when Gideon is not practicing law, you can find him on the tennis or basketball courts around Phoenix, teaching himself the basics of programming and web design, building furniture, or hiking with his wife Shiran and their Plott hound, Sagan.

Employment Issues of Public Employees

October 2, 2026

JEFF JACOBSON is the founding principal of the Jacobson Law Firm, an employment law firm in Tucson, Arizona. In his career, Jeff has tried over 50 jury trials and 300 bench trials. He has briefed and argued appeals before the Ninth, Tenth and Federal Circuits of the United States Courts of Appeals and in Arizona state courts. He has several published appellate opinions, including *France v. Johnson*, 795 F.3d 1170 (9th Cir. 2015).

Jeff cut his legal teeth as a Deputy County Attorney and Assistant United States Attorney (AUSA) in Tucson before opening his own firm in 2008. Working with federal employees around the United States for over ten years, Jeff has prepared clients from dozens of federal agencies for internal affairs and Office of Inspector General interviews, defended thousands of disciplinary matters, and represented law enforcement in over 100 officer-involved shootings. Jeff also represents clients before the United States Merit Systems Protection Board, United States Office of Special Counsel, United States Equal Employment Opportunity Commission, the United States Civilian Board of Contract Appeals, the United States Office of Workers Compensation Programs, and in Security Clearance matters where career, livelihood, and reputation were all at stake. Jeff also represents law enforcement members of the Arizona Conference of Police and Sheriffs.

Jeff has also appeared numerous times on television as a legal analyst on HLN (Headline News), the Nancy Grace show, InSession on TruTV (the successor to Court TV), and KOLD-TV (the CBS affiliate in Tucson, Arizona.) Jeff has received a number of awards in his career, including Prosecutor of the Year (Federal Law Enforcement Officers Association, Southern Arizona Chapter) and an Outstanding Prosecutor award from the United States Border Patrol, Tucson Sector.

Jeff is also the co-founder of the Wills for Heroes Foundation, an organization that provides support and services to eligible first responders, veterans, and their families. The Wills for Heroes program began in response to the September 2001 terrorist attacks as a way to give back to the first responder community. Since then, Wills for Heroes programs in 28 states have provided more than 80,000 estate planning documents for first responders. In Arizona alone, the Wills for Heroes program has prepared over 10,000 wills. Jeff has received a number of honors for his leadership of Arizona's Wills for Heroes program and, in 2011, Jeff received the Presidential Volunteer Service Award (Gold Level) from President Obama's Council on Service and Civic Participation.

Jeff received his Bachelor's degree from Northern Arizona University in 1992, his Master of Public Administration degree from Arizona State University in 1994, and his law degree cum laude from Whittier Law School in 1998. In law school, Jeff received a number of academic awards and has a published law review article. Jeff was also Chair of the American Bar Association (ABA) Law Student Division.

In addition to other philanthropic ventures, Jeff is the Immediate Past International President of his college fraternity, Alpha Epsilon Pi, Inc. He is also active in the Tucson community with several non-profit organizations. Jeff and his wife Rachel have their hands full raising their two wonderful children and three dogs, Hershey, Macaroon, and Buddy

DENISE LOWELL-BRITT is an equity partner with Udall | Shumway and devotes her practice entirely to representing school districts, community colleges, charter schools and other public educational institutions. She heads the firm's education law group.

Ms. Lowell-Britt provides daily advice and assistance to school districts and other public educational institutions. Ms. Lowell-Britt advises and represents clients in matters that include but are not limited to: personnel issues; special education; Section 504 and ADA issues; student disciplinary hearings; student records; contracts; policy development; governing board liability and open meeting and public records issues. She has extensive experience working with matters involving the EEOC, ACRD, OCR, DOJ, and the Arizona State Department of Education.

Ms. Lowell-Britt has been named a "Top Education Attorney" in Phoenix Magazine. She has been repeatedly selected by her peers as a "Best Lawyer in America" in the area of Education Law every year since 2007. The firm and Ms. Lowell-Britt have also been repeatedly identified as providing the highest quality legal services in the area of Government Relations in "Ranking Arizona: The Best of Arizona Business", including the most recent 2025 edition of this publication. For the past two years, the firm rated #1 for the services provided to its governmental clients. In March 2009, Ms. Lowell-Britt was presented with the Lara Ganoung Award, which is CASE's highest award recognizing leadership in the area of special education. In September 2017, Ms. Lowell-Britt was awarded the John R. McDonald Award by the Arizona School Board Association. The John R. McDonald Award is given to an Arizona attorney whose outstanding contributions to Arizona public education merit high distinction. On November 2, 2018, the Arizona Association of School Psychologists (AASP) presented its first ever Honorary Membership Award to Ms. Lowell-Britt. On November 14, 2018 she was again honored to receive the 2018 Friend of ASPAA award from the Arizona School Personnel Administrators Association, in appreciation for her outstanding service and contributions.

Ms. Lowell-Britt has been a regular presenter at State-wide conferences and conducts a great many in-service and training programs for school personnel on a variety of topics relating to education law. She has also authored articles for National and State publications on a variety of topics of interest to educators. Ms. Lowell-Britt has also been an adjunct faculty member for Arizona State University, teaching graduate level Education Law classes for the College of Education, Division of Educational Leadership and Policy Studies. She has been on the steering committee for the Arizona School Administrators "Principal and the Law" conference for 24 years. She has also been a regular speaker at the annual law conferences sponsored by the Arizona School Boards Association, Arizona School Personnel Administrators, the Arizona Council of Administrators of Special Education (CASE), and programs sponsored by the Arizona School Risk Retention Trust.

Education

J.D., Arizona State University, 1986

B.A., Cornell University, 1980

Jurisdictions Admitted to Practice

Arizona

U. S. District of Arizona

Professional & Bar Association Memberships

State Bar of Arizona

National School Boards Association

Arizona Council of School Attorneys

Arizona Finest Lawyers Foundation

CHERI L. McCRACKEN. Ms. McCracken is a third generation Arizonan. After receiving her law degree from Arizona State University College of Law, she worked at the U.S. Department of Justice, Information Law and Policy and the Federal Emergency Management Agency (FEMA) in Washington, D.C. She returned to Arizona to start her own practice in 1983 and to raise a family. Ms. McCracken's practice has always included employment, small business, and real estate law; her practice also handles personal injury cases. She went to college in Washington, D. C.

She practices Employment, including Title VII, ADA, ADEA, Rehabilitation Act, FLSA, Equal Pay, FMLA, OWCP, due process, property, and liberty interests; Personal Injury; Commercial Litigation; Real Estate; Juvenile. This practice has involved extensive, document intensive litigation both in Federal and State Courts, numerous administrative hearings in front of local and Federal agencies; OWCP, OFO, ECAB, MSPB, EEOC. Ms. McCracken is now Of Counsel at Houk Employment Attorneys.

Ms. McCracken is admitted to practice in the State of Arizona before the Arizona local courts, the District Court of the State of Arizona, and before the Federal Circuit. Ms. McCracken has been active in various legal and Community activities over the years, serving the State Bar on the Ethics Committee and Appointments Committee. She has contributed to the Arizona Employment Law Handbook since 1995. She is honored to be rated as AV Rating, Martindale-Hubbell; Preeminent Lawyer, Martindale-Hubbell; Preeminent Woman Lawyer, Martindale-Hubbell. This is the 22nd year she has been AV rated.

Ms. McCracken was a founding board member of the Arizona Employment Lawyers Association and has long held membership in the National Employment Lawyers Association where she was Co-Chair of the NELA Ethics and Sanctions committee. She is past-president of the Maricopa Chapter of the Arizona Women Lawyers Association, and past-president of the Arizona Women Lawyers Association at the State level.

Ms. McCracken is a contributing author to the Arizona Employment Law Handbook, and a frequent presenter at seminars.

EDMUNDO ROBAINA is rated "AV Preeminent" by Martindale-Hubbell and has been consistently recognized by Arizona's Finest Lawyers, Southwest Super Lawyers and The Best Lawyers in America.

Mr. Robaina practices in the areas of labor and employment law. He regularly advises and represents individuals and business clients in discrimination/harassment, wrongful termination, employee discipline, wage and hour, breach of contract, and other employment-related matters. He has represented numerous clients in state and federal administrative hearings, mediation & arbitration cases, and before various state and federal courts.

Unique Arizona Laws & a Federal Law Applicable to Your Business or Nonprofit

November 6, 2026

CLARA S. BUSTAMANTE, Partner at Lubin, Enoch & Bustamante, P.C., earned her B.A. in English, with a minor in Legal Reasoning, cum laude from the University of Texas at El Paso in 2015. She received her J.D. from the Sandra Day O'Connor College of Law at Arizona State University in 2019. Clara represents employees and labor organizations in a wide range of complex labor and employment matters. Her practice focuses on wage and hour litigation, employment discrimination, employment agreements, and workplace disputes. She also represents employees in administrative proceedings, including educator licensure and disciplinary matters, as well as federal Equal Employment Opportunity (EEO) proceedings. In addition, Clara represents unions and employees in grievances, labor arbitrations, unfair labor practice proceedings, and public utility ratemaking matters.

In 2024, Clara and her colleagues, Nicholas Enoch and Morgan Bigelow, secured a unanimous victory before the United States Supreme Court. The Court's opinion, authored by Justice Sonia Sotomayor, affirmed their client's position.

Professional Recognitions, Honors, and Awards

- Best Lawyers "Ones to Watch" 2022 - 2025
- Super Lawyers' 2023 Southwest Rising Stars, 2023
- Named Top Local Lawyer by PHOENIX Magazine, 2022
- Florence Immigrant and Refugee Rights Project, Pro Bono Attorney of the Year 2021
- Highest Pro Bono Distinction for completion of more than 150 hours of pro bono service during law school, 2019
- Los Abogados Merit Scholarship, 2016
- Recipient of scholarship from Florence Immigrant and Refugee Rights Project
- Recipient of Chicano Latino Law Student Association book scholarship
- Spritzer Moot Court 2017 Finalist and 2018 Third Place Winner
- Earle Zehmer Worker's Compensation Moot Court, Second Place Written Appellate Brief

Professional and Community Involvement

- Board Member, Union Lawyers' Alliance, 2025–Present
- Board Member, Arizona Employment Lawyers Association, 2023–Present
 - Treasurer, 2026
- Board Member, Phoenix Legal Action Network, 2022–Present
 - Chair: 2025–Present
 - Vice-Chair: 2024
 - Member of Financial Committee: 2023–Present
 - Member of Governance Committee: 2022–Present
- Board Member, State Bar of Arizona's Employment and Labor Section Executive Council, 2025–Present
 - CLE Committee Chair, 2025-2026
- CLE Committee Member, State Bar of Arizona's Employment and Labor Section, 2021–2025
 - Committee Member to Organize Section Seminar at State Bar Convention: 2023, 2025
 - Committee Member to Organize Fall Seminar: 2024
 - Committee Member to Organize Lunch CLEs: 2021–2022

- Member, Diversity and Racial Justice Committee, Union Lawyers Association, 2020–2025
- Member of Public, Batson Challenge Jury Selection Work Group, 2020

Bar Admissions:

- Texas (2019)
- Arizona (2020)
- New Mexico (2021)

Languages

Fluent speaking, reading, and writing Spanish

JERRY MORALES' practice is concentrated on labor, employment, and construction law. He is Of Counsel with Snell & Wilmer. Representation in employment-related matters includes wrongful termination, employment discrimination, arbitration, and other alternative dispute resolution proceedings. He has extensive experience in National Labor Relations Board (NLRB) unfair labor practice trials, labor union elections, collective bargaining, labor law issues affecting the construction industry, the Hispanic labor force and cross border employment, wage and hour compliance, corporate policy development, union and non-union operations owned by the same company (double-breasting), and administrative proceedings before state and federal regulatory agencies, including the Equal Employment Opportunity Commission, U.S. Department of Labor and NLRB.

Jerry's employee benefits law practice is focused on collectively bargained employee benefit funds. He has obtained reversal of NLRB decisions, by courts of appeal in a number of cases. Jerry is a certified ambassador for the Greater Phoenix Economic Council (GPEC) (2013). Clients admire Jerry's depth of knowledge, while peers are impressed at his handling of complex labor issues: "He is one of the few really experienced, what I could call 'true,' labor lawyers."

Snell & Wilmer is the Arizona member of Lex Mundi, the world's leading association of independent law firms. Lex Mundi member firms are present in more than 160 countries, states, and provinces. Our firm's membership in Lex Mundi provides us with global reach and access to legal resources that enhance our ability to serve our clients' needs around the world.

Credentials

Bar Admissions

- Arizona
- District of Columbia (inactive)
- Louisiana (inactive)
- Nevada (inactive)
- Texas (inactive)

Court Admissions

- Supreme Court of Arizona
- Supreme Court of Louisiana
- Supreme Court of Nevada
- Supreme Court of Texas

- Supreme Court of the District of Columbia
- United States Court of International Trade
- United States Supreme Court

Education

- Tulane University School of Law (J.D.)
- Tulane University (MBA)
- Stetson University (B.A., Political Science)

Languages

Spanish

Experience

Awards & Recognition

- The Best Lawyers in America[®]
 - Employment Law – Management (2013-2026)
 - Labor Law – Management (2013-2026)
- NLRB, Presidential Nominee (2008)
- Chambers USA: America's Leading Lawyers for Business[®], Labor & Employment (2010-2014)
- Who's Who Legal, Labor & Employment (2011-2015)
- Arizona's Finest Lawyers
- Southwest Super Lawyers[®], Employment & Labor (2007-2009, 2013-2016)

Previous Professional Experience

- National Labor Relations Board, Field Attorney
- University of Arizona College of Law, Adjunct Professor (2001-2002)
- National Law Center for Inter-American Free Trade, Board of Directors (1992-2007)
- Professional Memberships and Activities
- Greater Phoenix Economic Council, Certified Ambassador (Emeritus) (2013)
- Associated General Contractors, Labor and Employment Law Council, Past Chairman
- Lex Mundi, Labor and Employment Law Committee, Past Chair
- American Bar Association, Labor and Employment Law Sections, Practice and Procedure Committee
- United States-Mexico Bar Association, Labor and Employment Committee, Past U.S. Chair

Community Involvement

- Greater Phoenix Economic Council, Ambassador
- Associated General Contractors, Labor Law Council, Past President
- American Bar Association, Labor Section, Practice and Procedure Committee, Editorial Board
- ALI-ABA, Editorial Board

CORNELE A. OVERSTREET, Regional Director, Region 28

Cornele A. Overstreet was appointed Regional Director of the Phoenix Office (Region 28) in 1996. Mr. Overstreet began his NLRB career in 1978 as a Field Attorney in the Indianapolis Regional Office. He transferred to the Las Vegas resident office in 1988. A native of Chicago, Mr. Overstreet did his undergraduate studies at the University of Wisconsin (Madison), where he majored in French. He received his Master's degree in French Literature at the University of Illinois (Urbana-Champaign) in 1975, and his J.D. degree from the same university in 1978. While in graduate school, Mr. Overstreet was awarded a fellowship by the French Government to study in LeHavre, France for the academic year 1972-1973. While in law school, he worked as a legal intern in the Agency's Indianapolis office.

A Primer on ERISA and Employee Benefits

January 8, 2027

SUSAN MARTIN has devoted her career to vindicating the rights of employees and retirees.

As a founding member of Martin & Bonnett, she has built her practice litigating all types of labor and employment class actions and individual cases. She is one of a small handful of attorneys experienced in and willing to undertake ERISA and other pension litigation challenging denial, suspension, termination or changes in pension benefits and has recovered many millions of dollars benefiting employees and retirees throughout the country. Susan has also been lead counsel and co-counsel in numerous successful minimum wage, overtime, discrimination, family leave, and disability and health insurance class and individual cases.

In addition to serving as counsel for employees and retirees, Susan is an active union labor lawyer, and has represented unions in multiple fields and crafts in the public and private sectors throughout her career. She has also been chief negotiator for the musicians of numerous symphony orchestras around the country.

Susan received her law degree from the New York University School of Law and a bachelor's degree from Antioch College. She has been admitted to and litigated cases in dozens of federal trial and appellate courts throughout the country and is admitted to the bar in the States of New York and Arizona.

Susan has lectured extensively on ERISA, pension, employment, and labor law. She is a member of the American Bar Association Section of Labor and Employment Law and has served as a Co-Chair of the Section's Employment Rights and Responsibilities Committee. She is also a member of the Arizona Employment Lawyers Association, the Federal Bar Association, and the Lawyers Coordinating Committee of the AFL-CIO.

OTTO S. SHILL, III is a shareholder with Gallagher & Kennedy. For over 40 years, Otto has helped individuals, business owners, and employers comply with and plan for laws and regulations related to federal and state taxation, employee benefits, and executive compensation. He assists clients with audits, investigations, and regulatory disputes related to these areas, and advises businesses and their owners regarding business transactions and long-term business succession and estate planning. Otto also has significant experience in federal procurement regulations and disputes, safety regulations, and regulations governing operations in the federal airspace system. He regularly represents clients before federal and state government agencies including the Internal Revenue Service, Arizona Department of Revenue, U.S. Department of Labor (DOL), National Labor Relations Board (NLRB), Federal Aviation Administration (FAA), General Services Administration, Arizona Attorney General's Office, and Arizona Industrial Commission. Otto also drafts and lobbies for the passage of legislation to remedy client issues. Otto is recognized as a Certified Tax Specialist by the State Bar of Arizona Board of Legal Specialization.

An Exceptional Employee

March 5, 2027

LAURENT R.G. BADOUX is a shareholder with Littler Mendelson. Mr. Badoux advises clients in the private and public sector on a variety of employment law matters. His broad range of experience encompasses all facets of litigation (including class and collective actions), collective bargaining agreement negotiation and arbitration, unfair labor practice trials, and the defense of administrative charges involving numerous agencies. He has experience with:

- Wage and hour audits and compliance
- Wrongful termination
- Workplace discrimination
- Harassment
- Unfair competition
- Trade secrets
- Restrictive covenants
- Breach of contract
- Fiduciary duties of corporate executives and officers
- Labor relations
- Workplace safety
- Contingent workforce arrangements

In his general employment law litigation practice, Laurent handles claims involving:

- The Age Discrimination in Employment Act
- The Americans with Disabilities Act
- The Arizona Employment Protection Act
- The Arizona Fair Wages and Healthy Families Act
- The Arizona Minimum Wage Act
- The Arizona Wage Act
- The Class Action Fairness Act
- The Computer Fraud and Abuse Act
- The Defend Trade Secrets Act
- The Family and Medical Leave Act
- The Fair Labor Standards Act
- The National Labor Relations Act (Incl. LMRA & LMRDA)
- Nevada Wage & Hour Laws
- Title VII of the Civil Rights Act
- The Uniform Trade Secrets Act (state variations)

He appears in state and federal courts at the district and appellate levels, and also practices before the Department of Labor, the Equal Employment Opportunity Commission and the National Labor Relations Board. Additionally, he has participated in proceedings with the Arizona Department of

Economic Security, the Office of Labor Commissioner of the state of Nevada, the Industrial Commission of Arizona, and the Arizona Department of Occupational Safety and Health.

Laurent also assists clients with conducting legal compliance audits, providing preventive training to employees and managers, and drafting employee handbooks, policies and domestic and foreign employment contracts for expatriates and intra-company transfer employees.

He is a member of Littler's International Employment Law, Wage and Hour, Traditional Labor law and Hospitality Industry practice groups.

Additionally, Laurent was an adjunct professor of hospitality law at the University of Nevada, Las Vegas. In law school, Laurent was an intern law clerk for the Hon. Nancy Fiora, U.S. Magistrate Judge, District of Arizona. He also was a recipient of the National Order of the Barristers, Order of the Advocates, and a member of the Emory Moot Court Board of Directors.

Why the General Counsel and HR Need to Know about Arizona Workers' Compensation

April 2, 2027

LAURA CLYMER is an attorney and owner at Clymer Legal PLLC. The Tucson, Arizona law firm counsels and represents people in Arizona workers' compensation and Social Security Disability cases. Laura is certified by the State Bar of Arizona (SBA) as a workers' compensation legal specialist. She is a member of the Workers' Compensation Law Advisory Commission and Chairperson of the Workers' Compensation Executive Committee Council. She serves on the executive board of the Arizona Association of Lawyers for Injured Workers (AALIW), an organization that advocates for the rights of injured workers. Laura is also a board member on the Legal Community Against Hunger campaign in Pima County.

Laura, a native Arizonan, graduated from the Sandra Day O'Connor College of Law at Arizona State University in 2013. She was one of 11 in her graduating class of 210 students to receive a Dean's Award for outstanding contributions and performance at the law school. She passed the Arizona bar exam in July 2013 and was licensed to practice law in December 2013.

In addition to practicing full-time as an Arizona workers' compensation lawyer and assisting clients in obtaining Social Security Disability benefits, Laura is a part-time, adjunct professor of law practice at the University of Arizona (UA), where she teaches a legal writing, analysis and research class to UA undergraduate law majors and MLS graduate students.

While in law school, Laura was co-editor-in-chief of the Law Journal for Social Justice; served on the executive board of OUTLaw, the gay-straight student alliance; and worked as a research assistant in the ASU Work-Life Policy Unit of the Civil Justice Clinic at the law school. She also completed legal externships for U.S. Magistrate Judge David K. Duncan, the Equal Employment Opportunity Commission and the Civil Division of the U.S. Attorney's Office, and clerked one summer in Maricopa County Superior Court. She was the 2012 recipient of the R. Kelly Hocker Employment and Labor Law scholarship and a co-recipient of the Jonathan Paul Schubert Memorial scholarship in 2013.

Outside of work, Laura takes on an active role in her faith community, Casas Adobes Congregational, U.C.C. She is a member of the Rotary Club of Marana, where she served as club president from 2022 to 2024. She's a loyal fan of UA athletics, and enjoys reading, movies, travel, and most of all, spending time with family and friends over a great meal.

ABBY AREINOFF HARBICHT has over forty years of experience as a global human resources leader and employment lawyer. She has strengths in strategic planning, organizational development, succession planning, employee engagement, performance management and corporate cultures. Abby has provided her expertise within diverse industries, including entertainment, retail, manufacturing, construction and financial services. She is currently a practicing attorney in Prescott, Arizona specializing in employment law and human resources consulting.

Abby belongs to the California and Arizona Bar Associations. In addition, she is a member of the Arizona Employment Lawyers Association, the American Bar Association, the Yavapai County Bar Association and the National Employment Lawyers Association.

Abby graduated with a Bachelor of Science in Economics degree, cum laude, from The Wharton School of the University of Pennsylvania where she majored in Human Resources and Labor Relations. She received her Juris Doctorate degree, with honors, from Loyola Law School in Los Angeles.

Abby's law career started with Jackson, Lewis, Schnitzler and Krupman (now Jackson Lewis) in both their Los Angeles and New York offices. Following that, she spent her career working within corporations. In these corporate positions, she held dual responsibility for human resources and employment law, overseeing all matters related to employee rights and employer responsibilities. Her positions included serving as Chief Human Resources Officer for the following companies: Sony Pictures, AECOM Technology Corporation, The Disney Stores Worldwide, Charles Pankow Builders, Ltd., The National Childhood Cancer Foundation, Fox Broadcasting Company, Pacific Sunwear and Wet Seal. Abby applies her prior experience to her current practice, representing small businesses as well as protecting the rights of employees and supporting non-profits, focusing her practice in all areas of employment law including discrimination, retaliation and wrongful discharge.

Abby has been a selected speaker for the Society of Human Resource Management (SHRM), Professionals in Human Resources Association (PIHRA), the National Human Resources Association (NHRA) and the Prescott Area Human Resources Association (PAHRA). She is a recipient of the NHRA Award for Outstanding Strategic Leadership.

Abby has spent the last decade teaching Management and Business Law as an Adjunct Professor at Embry-Riddle Aeronautical University's School of Business. She volunteered as a SCORE mentor, providing consulting to small and emerging businesses. Abby volunteers time as General Counsel for several non-profit organizations and is a founding member and Vice President of Large Animal Shelters and Emergency Readiness (LASER), a volunteer organization that works with Yavapai County Emergency Management to provide safe sheltering for barn animals during emergency evacuations.

Abby's website is at www.areinoffharbichtlaw.com. Her telephone number is 626-590-1337 and email address is abby@areinoffharbichtlaw.com.

DENISE M. BLOMMEL is an attorney in Scottsdale, Arizona. She is admitted to practice in the state and federal courts of Arizona and Nevada. Her practice centers on the employer-employee relationship.

Denise is a former Field Attorney with the National Labor Relations Board and a former Assistant Chief Counsel of the Industrial Commission of Arizona. She represents employers and employees in employment and labor matters. Denise currently serves on the Industrial Commission's Youth Labor Task Force.

Denise belongs to the State Bar of Arizona, State Bar of Nevada (inactive), the American Bar Association, and the Arizona Employment Lawyers Association. She is Past President of the State Bar of Arizona's Senior Lawyers Division.

Denise was awarded the State Bar of Arizona's Member of the Year for 1998-1999 and the Arizona Employment Lawyers Association Member of the Year in 2026. She was also awarded the State Bar Employment & Labor Law Section Member of the Year in 2014. Denise is one of the authors of the State Bar's *Arizona Employment Law Handbook* and a co-author of articles in the January 2022, January 2021, and December 2013 State Bar's *Arizona Attorney* about the State Board of Education's expanded jurisdiction, COVID-19 in the Workplace, and the Affordable Care Act; and two articles in the April 1994 and April 1998 *Arizona Attorney* about Workers' Compensation, the Americans with Disabilities Act and the Family Medical Leave Act. Denise served as Chair of the Employment & Labor Law and Co-Chair of the Workers' Compensation Law Sections of the State Bar of Arizona.

Denise holds a Bachelor of Arts in Government and Economics, with Highest Distinction (Summa Cum Laude), Honors, Phi Beta Kappa and Phi Kappa Phi, from the University of Arizona. She serves on the Dean's Advisory Board to the W.A. Franke Honors College at the University of Arizona. Her law degree is from Arizona State University. Denise and her Moot Court teammates placed second in the nation in the National Moot Court competition – team, brief, and speaker.

Denise is a frequent presenter for State Bar Continuing Legal Education, government, business, educational and community groups. She taught Human Resources Law for the ASU Master of Legal Studies Program in 2014 and 2015 and was active with the former ASU Law Group.

Denise and her husband, Don Doerres, are regular presenters of "Soft Skills for a Hard World," a seminar to improve workplace communication and resolve conflict. She was a mediator with the U.S. Postal Service for 26 years. Denise and Don belong to the University of Iowa Alumni Association and are active with the Hanson Center for Communication at the Iowa College of Engineering. Denise is a life member of both the ASU and U of A Alumni Associations.

Denise served on the Board of Directors for 20 years for Girl Scouts – Arizona Cactus-Pine Council. The Girl Scouts awarded Denise the Thanks Badge in 2000; the Thanks Badge II in 2005, and the Impact Award in 2020, their highest volunteer honors. Denise and Don live in Scottsdale and are active at St. Patrick Catholic Community.

Denise's website is at www.azlaborlaw.com. Her telephone number is 480-993-3939 and her mailing address is 6945 E. Sahuaro, Suite 125, Scottsdale, AZ 85254. Her email address is denise@azlaborlaw.com.