

**BRILL & MEISEL**  
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COUNSEL

**Ashley Normand** is an associate attorney at Brill & Meisel, where she has represented both individuals and business entities since 2005. Her resume is attached.

Ms. Normand earned her Bachelor of Arts degree from Barnard College in 1997 and her Juris Doctor and Masters Degree in Public Policy from the University of California at Los Angeles in 2003. Before coming to Brill & Meisel, Ms. Normand volunteered as an associate with the New York Legal Assistance Group and as a mediator with the Better Business Bureau, and worked as a legal clerk and associate attorney at the Ottinger Firm P.C., a firm specializing in employment law.

Ms. Normand's employment-based work at Brill & Meisel has included representation of employers and employees in federal and state court litigation, as well as in arbitrations and proceedings before administrative agencies dealing with a range of employment law issues. She has negotiated settlements, participated in mediations, drafted employment agreements, severance agreements, settlement agreements, and employee handbooks, and advised employers on best practices. She has also represented numerous residential co-operatives and condominiums as well as individual shareholders, unit owners, and tenants, in general civil litigation, commercial and real estate litigation, landlord/tenant matters, and housing discrimination actions.

Ms. Normand is active in the New York Chapter of the National Employment Lawyers Association (NELA-NY), where she is a member of its executive board and chair of its Gender Discrimination Committee. She also belongs to the Labor and Employment Section of the New York State Bar Association and to the New York City Bar Association and its affiliated Inn of Court. She has written articles for the *New York Employee Advocate*, has been a NELA-NY conference panelist, and regularly coordinates and participates in continuing legal education programs sponsored by NELA-NY and her Inn of Court.

# ASHLEY ELIZABETH NORMAND

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## **Admitted to Practice:**

New York State Courts  
U.S. District Courts for the Southern and Eastern Districts of New York  
U.S. Court of Appeals, Second Circuit

## **Affiliations:**

National Employment Lawyers Assn. (NY Chapter) – Executive Board Member and Chair, Gender Discrimination Committee  
New York State Bar Assn.  
New York City Bar Assn.  
N.Y. American Inn of Court

## **EDUCATION**

### **University of California at Los Angeles, Los Angeles, CA**

*J.D. & M.P.P., 2003*

Honors Program Member, UCLA Moot Court Competition  
Member, UCLA Journal of International Law and Foreign Affairs

### **Barnard College of Columbia University, New York, NY**

*B.A. in History and Political Science, magna cum laude, 1997*

## **EXPERIENCE**

### **Brill & Meisel**

January 2005-present

*Associate Attorney*

- Counsel and represent employees and employers in federal and state court litigation and state court appellate practice, as well as arbitrations and proceedings before administrative agencies (dealing with major areas of employment law, such as sexual harassment and anti-discrimination laws, FMLA, disability laws and reasonable accommodation, ERISA rules, fiduciary obligations, unfair business practices and post-employment restrictive covenants)
- Represent residential co-operatives and condominiums as well as individual unit owners, shareholders and tenants in general civil litigation, commercial and real estate litigation, landlord/tenant disputes, and housing discrimination actions
- Negotiate case settlement and participate in mediation
- Draft employment-related agreements (typically governing non-competition, use of confidential and proprietary information, or severance) and severance and settlement agreements
- Conduct case-specific legal research and counsel employers in best practices for hiring, record-keeping, drafting and implementing workplace policies

### **The Ottinger Firm P.C.**

Spring- Fall 2004

*Legal Clerk/Associate Attorney*

- Researched and drafted trial motions, pleadings, and legal memoranda on employment-related subjects
- Drafted and organized document discovery and litigation correspondence
- Responsible for client intake, follow-up contact, handling of lesser client matters
- Organized presentations and participated in mediations and settlement negotiations

### **New York Legal Assistance Group**

Spring 2004

*Volunteer Associate*

- Researched federal, state, and city anti-discrimination laws
- Interviewed complainants and witnesses and drafted demand letters and court complaints

### **Better Business Bureau of New York City**

Fall 2003

*Volunteer Mediator*

Ashley Normand  
2011 resume  
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<b>U.C.L.A. Clinical Program in Trial Advocacy</b> Academic Year <i>Student Participant</i>	2002-2003
<b>North American Integration and Development Center, Los Angeles, CA</b> <i>Staff Researcher</i>	Summer 2002
<b>United States Attorney's Office, Los Angeles, CA</b> <i>Legal Extern, Criminal Division</i>	Summer 2001
<b>Los Angeles County Juvenile Court, Los Angeles, CA</b> <i>Legal Extern, Office of the Presiding Judge Hon. Terry Friedman</i>	Summer 2000
<b>New York County District Attorney's Office, New York, NY</b> <i>Rackets Bureau; Investigative Analyst (1998-1999), Trial Preparation Assistant (1997-1998)</i>	1997 - 1999

## PUBLICATIONS

"Vicarious Liability: What Constitutes an Effective Employer Investigation," New York Employee Advocate, Vol. 13, No. 6, Dec. 2006.

Commercial Contracts: Strategies for Drafting and Negotiating, Vol. 2 (Morton Moskin ed., Aspen Publishers, 2008). Ashley edited the 2008 edition of Ch 22: "Employment, Consulting and Severance Agreements" by Rosalind S. Fink and Carolyn E. Taylor.

"(Title TBA - on topic of proposed Federal Equal Pay Act amendments)," New York Employee Advocate, (Jun. 2011).

## SPEAKING ENGAGEMENTS AND CONTINUING LEGAL EDUCATION PROGRAMS

"The Glass Ceiling," New York American Inn of Court (co-presenter at CLE on gender discrimination)(Mar. 2005).

"Anyone Can Whistle-Blow, A Sarbanes-Oxley Fable," New York American Inn of Court (co-presenter at CLE on Sarbanes Oxley Act)(Jan. 2006).

"Federal and New York State Case Law Update," Panelist, National Employment Lawyers Assn. (NY Chapter), Fall 2006 Conference.

"Inside a Judicial Screening Panel," New York American Inn of Court (co-presenter at CLE on Judicial Screening Panels)(Feb. 2007).

"Subprime Mortgage Meltdown Litigation: the Next Legal Frontier for Wall Street and Investors," (co-presenter at CLE on Securities Laws)(Mar. 2008).

"The Future of Securities Regulation under the Obama Administration: A Critical Analysis of Key Legislative Proposals," (co-presenter at CLE on Securities Laws)(Mar. 2009).

"Pumpkins, Panic and Perjury; the Trials of Alger Hiss," New York American Inn of Court (co-presenter at CLE historical trial reenactment)(Nov. 2010).

"Paycheck Fairness; Continuing Truths and Myths About Gender-Based Pay Discrimination," National Employment Lawyers Association-NY (co-presenter at CLE on pay discrimination)(April 2011).