

About the Authors

Robert K. Sholl is of counsel in the Labor and Employment Department of Reinhart Boerner Van Deuren s.c. He represents management in all aspects of labor and employment law. Mr. Sholl was a Senior Fellow at Dartmouth College, from which he received his A.B. degree magna cum laude, with highest distinction, graduating Phi Beta Kappa. He received his M.A. in industrial relations from the University of Warwick Business School, Coventry, England, and his J.D. from the University of Chicago Law School. He is a coauthor of *Hiring and Firing in Wisconsin* and *Wisconsin Employment Law* (State Bar of Wisconsin), “Age Discrimination and the Modern Reduction in Force” (*Marquette Law Review*), and “Plant Closing Legislation,” “Family & Medical Leave Acts: Where Lie the ‘Greater Rights’?,” and “Agreements to Arbitrate Statutory Employment Claims” (all three appearing in *Wisconsin Lawyer*). Mr. Sholl is Past Chair of the Labor & Employment Law Section of the State Bar of Wisconsin and Past President of the Labor and Employment Relations Association/Wisconsin Chapter.

Bradden C. Backer works at Backer Employment Law, LLC. He received his B.S. and J.D. from the University of Wisconsin in 1978 and 1981, respectively, graduating Phi Beta Kappa and Order of the Coif. During and after law school, he clerked for judges on the U.S. Court of Appeals for the Seventh and Fourth Circuits. Mr. Backer has written many articles on employment law topics and has spoken frequently on a wide range of employment and personnel matters to human resource professionals, lawyers, and business and law students. He is a member of the State Bar of Wisconsin and the Milwaukee Bar Association. He is coauthor of *Hiring and Firing in Wisconsin* and *Wisconsin Employment Law* (State Bar of Wisconsin) and author of the following articles for *Wisconsin Lawyer*: Bradden C. Backer, “*Star Direct* Takes Restrictive Covenant Law in a New Direction,” *Wis. Law.*, Nov. 2009, at 10; Bradden C. Backer & Michael Mishlove, “ADA and WFEA: Differing Disability Protections,” *Wis. Law.*, Oct. 2004, at 11; Bradden C. Backer, “The Scope of Wisconsin’s Privacy Statute,” *Wis. Law.*, Sept. 2003, at 22; and Bradden C. Backer & John J. Kalter, “Wisconsin Courts Struggle with Geography in Nonsolicitation Agreements,” *Wis. Law.*, Feb. 2002, at 10. Mr. Backer primarily represents employers but does represent employees in the negotiation of employment and separation agreements and all

potential parties in restriction disputes. He has substantial experience as an independent investigator in employment matters and serves as a mediator in employment disputes.

Shannon A. Allen is a partner in the Brookfield office of DeWitt LLP. She received her B.S. from the University of Southern California (with honors) in 1992 and her J.D. from the University of Wisconsin in 1995. Ms. Allen's focus is on litigation and related counsel. Her employment law practice focuses on advising employers concerning a wide range of employment matters, including hiring, firing, and discrimination-related matters and employee handbooks. Ms. Allen routinely represents employers before administrative agencies as well as in state and federal courts.

John C. Gardner is a partner in the Madison office of DeWitt LLP. He received his B.S. from the University of Wisconsin–Madison in 2000 and his J.D. from Marquette University in 2004, graduating magna cum laude. Mr. Gardner is a management-side employment attorney, regularly counseling employers on a wide variety of employment law matters and representing employers in federal and state courts and administrative agencies. Mr. Gardner is a frequent presenter on employment law topics, speaking to employers, human resources professionals, law students, and attorneys. In addition, he is a frequent author of articles relating to employment law and served as the senior note and comment editor of the *Marquette Law Review*. Mr. Gardner is chair of DeWitt's Labor & Employment Practice Group.