

## About the Supplement Authors

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**Brian L. Anderson** is a shareholder with DeWitt Ross & Stevens S.C. in Madison, where he chairs the firm's Employee Benefits Practice Group. He practices in the areas of ERISA and employee benefits, business law, tax law, nonprofit organizations, and estate planning. His law degree is from the University of Wisconsin (1980) and he has an LL.M. degree in tax law from New York University (1982). He is also a CPA and holds the designation "Certified Employee Benefit Specialist." He previously clerked for the Wisconsin Court of Appeals, worked at the accounting firm Touche Ross & Co. in Minneapolis, and practiced law in Milwaukee. From 2001 to 2003, he chaired the Great Lakes Area TE/GE Council, a liaison group between the IRS and practitioners. In 2001, the IRS appointed him to its Advisory Committee on Tax Exempt and Government Entities. From 2004 to 2006, he chaired the Business Law Section of the State Bar of Wisconsin. From 2007 to 2008, he chaired the Federal Taxation Committee of the Wisconsin Institute of Certified Public Accountants. Mr. Anderson is a frequent speaker and writer on ERISA, employee benefits, and retirement matters. He wrote the employee benefits chapter for *A Guide for Wisconsin Nonprofit Organizations* (State Bar of Wisconsin PINNACLE 3d ed. 2010).

**Rodney W. Carter** is a shareholder with Davis & Kuelthau, s.c., practicing in the firm's Brookfield office. He has extensive experience working with clients to develop effective and efficient strategies to meet business objectives. While Mr. Carter has experience in many areas of business law, his primary focus has been representing management in all facets of labor and employment law matters. He counsels employers in myriad industries, including manufacturing, health care, technology, construction, hospitality, and transportation. Mr. Carter received his law degree from Marquette University in 1990, where he was a member of the Law Review, and his undergraduate degree from Carthage College in 1987. Mr. Carter regularly handles matters before state and federal courts, the Equal Employment Opportunity Commission, various state agencies, the National Labor Relations Board, and the United States Department of Labor. In addition, he provides counsel to employers on a host of human resources issues, including discipline, discharge, best practice, EEO compliance, managing the electronic workplace, collective

bargaining, wage-and-hour regulations, ADA, FMLA, worker's compensation, OSHA, and reductions in force. An active member of the community, Mr. Carter also participates in a variety of nonprofit and civic organizations.

**Katherine L. Charlton** is a shareholder in the Milwaukee/Madison firm of Hawks Quindel, S.C. She holds degrees from Bryn Mawr College and the Vermont Law School. Ms. Charlton is a past chair of the State Bar Gender Equity Committee, the Labor and Employment section of the Milwaukee Bar Association, and the Individual Rights and Responsibilities section of the State Bar. She is the original author of "Privacy and Individual Rights," chapter 9 of *Wisconsin Employment Law* (State Bar of Wisconsin PINNACLE 4th ed. 2009 & Supp.), and has been listed in the *Best Lawyers in America* for employment law since 2001. She has won numerous awards from local and statewide organizations for her pro bono work. Ms. Charlton represents individuals in employment matters, including negotiation of employment, noncompetition and severance agreements, and in family law matters.

**James J. Chiolino** is an associate with Quarles & Brady LLP, Madison. He graduated from the University of Wisconsin Law School (cum laude), where he received the ABA/BNA Award for excellence in the study of labor and employment law. Before joining the firm's labor and employment group, he worked for the Wisconsin Equal Rights Division for 14 years, serving as chief of both its labor standards and civil rights sections. He is a member of the American Bar Association and the State Bar of Wisconsin. He serves as a member of the State Bar of Wisconsin's Labor and Employment Law Section Board, and as a member of the State Bar of Wisconsin's Diversity Outreach Committee. He frequently speaks regarding wage and hour law.

**Sardar N. Durrani** is supervising attorney at Durrani Law Firm, which concentrates in immigration law and has offices in Wisconsin, Florida, and Colorado. He received his J.D. from University of Wisconsin Law School (1999). He conducts immigration law seminars and clinics, and has developed an award-winning immigration law Web site that provides daily immigration law news.

**Roger Pettit** is an officer, director, and shareholder in the Milwaukee law firm of Petrie & Stocking S.C. He received his undergraduate degree from Washburn University and his law degree from Marquette

University. Mr. Pettit has been in practice since 1974 and limits his practice to civil litigation and labor and employment law. In addition to being a member of the State Bar of Wisconsin, he holds membership in the Wisconsin Academy of Trial Lawyers and the Eastern District of Wisconsin Bar Association. Mr. Pettit has spoken frequently on employment law topics.

**Robert J. Simandl** is a founding partner of Simandl & Prentice, S.C., which focuses exclusively on human resource law. Mr. Simandl provides counsel on employee benefit issues, including qualified and nonqualified employee benefit plan design, drafting and legal compliance; administration of employee benefits plans; welfare benefit plan design and operation, including nondiscrimination and legal compliance; Internal Revenue Service and state agency representation; and related issues. In addition, he counsels clients on the requirements of the federal and state family and medical leave laws, the Americans with Disabilities Act, and employment discrimination. Mr. Simandl is also a certified public accountant, and he served on the Wisconsin Family and Medical Leave (WFMLA) Task Force. He received his B.B.A. degree in accounting, with honors, from the University of Wisconsin–Milwaukee and his J.D. degree, cum laude, from Marquette University. Mr. Simandl is coauthor of the *Family and Medical Leave Law Compliance Manual* (1993). He is a frequent speaker on the FMLA, ERISA, and benefits for older workers, and has authored a variety of publications on these topics.

**Lynn M. Stathas** is a shareholder in the law firm of Reinhart Boerner Van Deuren s.c., and practices in the Labor and Employment and Litigation Departments. Ms. Stathas is Managing Partner of the firm's office in Madison, Wisconsin. She received her J.D. from the University of Wisconsin in 1988. Ms. Stathas represents employers in all aspects of employment law, and speaks on employment-related issues at seminars for both lawyers and nonlawyers throughout the country. Ms. Stathas is a former member of the State Bar of Wisconsin's Labor and Employment Law Section Board, and a member of the Board of Governors of the Western District Bar Association for the United States District Court, Western District of Wisconsin. Ms. Stathas also serves on the boards of several nonprofit organizations, including the Madison Symphony Orchestra and the Memorial Union Building Association.

**Daniel G. Vliet** is a shareholder with Buelow Vetter Buikema Olson & Vliet, LLC, a management-side labor and employment boutique. Mr. Vliet represents employers in all types of labor and employment matters,

including employment discrimination, labor negotiations, FLSA, FMLA and WARN issues. He received his law degree from Marquette University Law School, a master's degree in industrial relations from the University of Wisconsin–Madison and a bachelor's degree from Wheaton College. Mr. Vliet served as a chapter editor for the BNA Treatises on the Family and Medical Leave Act and the Fair Labor Standards Act. He currently serves as the co-editor for Wisconsin chapter in the BNA Treatise on state wage-and-hour laws. He was formerly the management co-chair of the ABA Labor and Employment Section—Federal Labor Standards Legislation Committee and has served on a number of Labor and Employment Section administrative committees. He was a charter member of the Wage and Hour Defense Institute. Mr. Vliet is admitted to practice in Wisconsin, Illinois, and Michigan. He is also on the board of directors of the Milwaukee Community Sailing Center.

**Katherine L. Williams** is a shareholder with the firm of Beck, Chaet, Bamberger & Polsky, S.C. in Milwaukee, and practices primarily in the areas of labor and employment, administrative, and appellate law, representing employers and management. Ms. Williams received her law degree from Marquette University, magna cum laude, in 1987, and her undergraduate degree from the University of Wisconsin-Milwaukee, cum laude, 1973. She is a frequent speaker and author on employment-related topics. Ms. Williams is a member of the American Bar Association, the State Bar of Wisconsin, the Milwaukee Bar Association, and the Association of Women Lawyers. She is admitted to practice in Wisconsin, the Eastern and Western Districts of Wisconsin, and the Seventh Circuit Court of Appeals.