**ARMANDO V. RICCIO**

Raymond, Coleman, Heinold & Norman, LLP

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**AREA OF FOCUS**

*Labor and Employment Law.* For over eighteen (18) years, Mr. Riccio has concentrated his practice in representing management in the public and private sectors with various employment matters. As solicitor and labor relations counsel to a variety of public entities of various sizes, Mr. Riccio has developed the depth of experience and ability to provide a broad range of legal services in labor and employment matters, including the areas of union negotiations, grievance/arbitration hearings, and matters before the Public Employment Relations Commission (PERC) including interest arbitrations, unfair practice charges, representation petitions, unit clarification petitions, scope petitions, and fact finding. He also provides practical and legal advice concerning policy issues and discipline matters as well as medical leaves and accommodation issues, discrimination, harassment, retaliation, and wrongful termination claims. He represents management before various federal and state agencies including the PERC, EEOC, NLRB and New Jersey Division on Civil Rights, as well as federal and state courts. Additionally, Mr. Riccio conducts investigations of discrimination, harassment and retaliation claims, provides training sessions on numerous workplace/employment issues, and advises clients regarding employment practices, policies, and procedures.

Mr. Riccio assures his clients that their business and operational philosophies are incorporated into his approach to handling any matter or issue. He is also experienced in the following areas of employment law:

* disability related claims and issues
* breach of contract issues
* claims under the New Jersey Law Against Discrimination
* collective bargaining and negotiation in the public and private sectors
* confidentiality and trade secret issues
* constitutional claims
* defamation claims
* discipline and termination issues
* drugs and violence in the workplace issues
* employment contracts and noncompete agreements
* Wage and Hour issues and claims
* Federal and State Family Leave matters
* occupational safety and health matters
* unemployment compensation hearings
* union election campaigns
* whistleblower claims

**EXPERIENCE**

**Raymond, Coleman, Heinold & Norman**, **LLP**, Ship Bottom & Mount Laurel, New Jersey

 Labor & Employment Practice, February 2013 - Present

**Capehart Scatchard**, Mount Laurel, New Jersey

 Labor & Employment Practice, March 2000 – February 2013

**Hill Wallack**, Princeton, New Jersey

 Labor & Employment Practice, March 1998 - February 2000

**Dessen, Moses & Sheinoff**, Cherry Hill, New Jersey

 Labor & Employment/Civil Litigation Practice, November 1995 - March 1998

**Equal Employment Opportunity Commission,** Philadelphia, Pennsylvania

 Extern, August 1994 - May 1995

**Zita & Gusciora, P.C.**, Trenton, New Jersey

 Labor & Employment Practice, May 1994 - September 1994

**EDUCATION**

**Rutgers University School of Law -** **Camden**

J.D. degree, 1995

**New York Institute of Technology**

M.S. degree, Human Resources Management, 1992 (*with distinction*)

BFA degree, 1988

**PROFESSIONAL ACTIVITIES**

* Nominated 2013 Human Resources Management Consultant of the Year
* Martindale-Hubbell AV Rated
* Recognized as one of South Jersey's Top Attorneys as published by *SJ Magazine*
* Society of Human Resource Management, Member
* Ocean County Clerks Association, Legal Updates Committee & Associate Member
* Tri-State Human Resource Management Association

*(Chairperson, Program Committee 2002-2004)*

* The Human Resource Association of Southern New Jersey

*(Executive Committee Member; Chair, Legal Updates Committee)*

* American Society for Training and Development
* Burlington County Bar Association
* Camden County Bar Association
* Camden Dispute Resolution Program - Director & Mediator, 1993-1995
* New Jersey State Bar Association *(Labor & Employment Section)*

**BAR ADMISSIONS**

**Federal**

* New Jersey (1995)
* Northern District of New York (2007)
* Southern District of New York (1998)
* Eastern District of New York (1998)
* Third Circuit Court of Appeals (2002
* United Stated Supreme Court (2003)

**State**

* New Jersey (1995)
* New York (1996)

**PRESENTATIONS**

* “2013 Manager and Supervisor Training,” TRICO and Burlco Joint Insurance Funds, November 2013.
* “An Overview of the New Jersey Safe Act,” Human Resources Association of Southern New Jersey, October 2013.
* “Human Resources Law: What You Need to Know Now,” National Business Institute, Cherry Hill, August 2013.
* “Medical Leaves and Policy Issues,” TRICO Joint Insurance Fund Retreat, July 2013.
* "2013 Supervisor and Employee Training Sessions," Township of Long Beach.
* "Local Government Ethics," Ocean and Monmouth County Tax Assessors, Tax Collectors and Certified Financial Officers' Association, March 2013
* "Local Government Ethics Law," Ocean County Clerks' Association, April 2012.
* "Employee Medical Accommodations and Leaves; A Human Resources Update," New Jersey Self Insureds Association, May 2012.
* "HR & The Law," Certification Program, Burlington Community College, Enterprise Center, Instructor, March 2010.
* "2009 Employee Medical and Family Leave Issues," co-hosted by Innovative Benefit Planning, QualMed Evaluations, and Southern Shore Human Resources, Inc., October 2009.
* "Supervisor and Management Training," in-service for client, Township of Medford, October 2009.
* "Supervisor and Management Training," in-service for client, City of Englewood, October 2009.
* "Supervisor and Non-Supervisor Training in Hostile Work Environment Issues," Beach Patrol and Lifeguards, June 2009.
* "2009 Employee Medical and Leave Issues," New Jersey Self Insured Association, May 2009.
* "Supervisor and Management Training," in-service for client, Borough of Woodstown, May 2009.
* "Discrimination and Hostile Work Environmental Claims," GSMJIF, March 2009.
* "HR & The Law," Certification Program, Burlington Community College, Enterprise Center, Instructor, February 2009.
* "2009 Employee Medical and Family Leave Issues," co-hosted with HRA of Southern New Jersey, Innovative Benefit Planning and Burlington Medical Center, February 2009.
* "HR & The Law," Certification Program, Burlington Community College, Enterprise Center, Instructor, October 2008.
* "2008 Employee Medical and Family Leave Issues," co-hosted with Innovative
* Employment Issues," New Jersey Division on Civil Rights, June 2008.
* "CEPA Issues - Hidden Danger: Whistleblower Complaints," Tax Collectors & Treasurers Association, May 2008.
* "Employment Issues," New Jersey Division on Civil Rights, April 2008.
* "A Hidden Danger: Employee Whistleblower Complaints," Tax Collectors & Treasurers Association, April 2008.
* "Supervisor and Management Training," in-service for client, Township of Maple Shade, April 2008.
* "HR & The Law," Certification Program, Burlington Community College, Enterprise Center, Instructor, February 2008.

**PUBLICATIONS**

* “A Comparative Guide to the New Jersey SAFE Act, FMLA and NJ-FLA,” October 2013.
* "Retaliation Claims A Significant Area of Employee Lawsuits," Burlington County Woman, May/June 2007.
* "Time to Revamp Your Policies and Update Your Training." Legal Alert, March 2007.
* "Domestic Partnership Act Compliance: The Employer's 8 Point Action Plan," Mealey's Litigation Report Employment Law, August 2004.
* "Establishing and Implementing A Mandatory Arbitration Program for Non-Union Employees," Employment Law Report, February 2002.
* "Appellate Court Finds Transsexualism Protected by State Law," Legal Alert, July 2001.
* "Federal Agency Introduces Non-Union Employers to Their 'New Employee': Weingarten," Human Resource Association of Southern New Jersey Meeting Notes, November 2000.
* "A Review of Recent Developments Under CEPA," Legal Alert, September 2000.
* "'Net' Loss: Employer Liability for Virtual Workplace Communities and Beyond," Legal Alert, co-authored with Bruce L. Harrison, Esq., June 2000.
* "Employer Liability for Punitive Damages: Wiping Away the Tiers of Upper Management," Legal Alert, March 2000.

GARY M. GLASS, M.D.

Dr. Glass received his BA in psychology and his psychiatric training at The University of Pennsylvania. His psychiatric training included a fellowship in Forensic Psychiatry. Dr. Glass is Certified by The American Board of Psychiatry and Neurology and has also served as an examiner for The Board.

Dr. Glass spent several years on the faculty of PENN and served as Associate Director of The Center for Studies in Socio-Legal Psychiatry as well as Director of Residency Training.

Dr. Glass worked at what is currently The Belmont Center (formerly Philadelphia Psychiatric Center) and served as Director of Outpatient Services, Acting Medical Director and Assistant Medical Director. During this time he also served as President of The Pennsylvania Association of Private Psychiatric Hospitals.

In 1985, Dr. Glass left the hospital and developed InterPsych Associates, a multidisciplinary boutique managed care company that was contracted to supply mental health services to better than 300,000 private sector individuals in several states.

PsychAlert, a subsidiary of InterPsych was developed at the request of our corporate clients and provided Critical Incident Stress Debriefings for first responders but also for employees who were subjected to serious workplace trauma.

During his tenure as President of InterPsych, Dr. Glass developed a reputation for providing innovative responses to the needs of corporations, large and small, regarding mental health services for

executives and employees. Dr. Glass sold InterPsych in 1995 and now is in the independent private practice of general and forensic psychiatry in Egg Harbor Township, New Jersey.

Today, Dr. Glass provides office treatment to mental health patients and provides evaluations and testimony where needed to private attorneys in criminal matters, civil law suits and family law matters. Dr. Glass has taught as an Adjunct Professor in the Graduate School of Criminal Justice at St. Joseph's University in Philadelphia, Alvernia College in Reading, Pennsylvania and Wilmington College. He taught at Villanova University School of Law for twelve years and currently lectures at Widener University Law School. Dr. Glass has been accepted as an expert in courts in approximately fifteen states as well as numerous federal jurisdictions.

Dr. Glass has given better than 800 lectures by invitation to medical schools, hospitals and physician groups around the country.

**John Baldino, SPHR**

President – Humareso

www.humareso.com

[www.humareso.blogspot.com](http://www.humareso.blogspot.com)

jbaldino@humareso.com

Professional Background:

* 23 years in Human Resources
* Served in hospitality/restaurant, retail, distribution, non-profit, education and finance/banking industries
* 2012 Philadelphia Metropolitan Area Human Resources Person of the Year
* Developed sales, technical and soft skills training curriculum for large companies and small businesses

Education:

* MS, Human Resources Development – Villanova University, Villanova, PA
* BA, English (major), Education & Communications (minors) – St. Joseph’s University, Philadelphia, PA
* Senior Professional of Human Resources (SPHR) certified, Human Resources Certification Institute – valid through 2017

Abilities:

* Business Development strategies
* Talent Management alignment to corporate goals
* Hands-on approach to training
* Customize curriculum
* Executive and managerial coaching
* Bottom-line/results oriented aligned with strategic goals
* HR administration – compliance, payroll, benefits

Areas of Expertise:

* Recruitment and Onboarding
* Performance management
* Employment law
* Change management
* Personnel compliance
* Succession planning
* Sales training

Professional Organizations:

* Tri-State HRMA, an affiliate of SHRM – At-Large Board Member, HRCI Study Instructor, Young Professionals Group Facilitator
* Philadelphia Human Resources Professional Society (PHRPS) – South Jersey Local Area Network Leader

John is able to look to the bottom line performance indicators and guides the clients to make corrective adjustments that promote profit and health.  John has been involved in start-ups, mergers & acquisitions and expansion.  He is involved with SHRM and facilitates HRCI certification programs for other human resources professionals.

John founded Humareso to strategize with companies to develop plans to manage talent, recruit for skills gaps based on employee inventories, assess markets for growth, develop long-range succession plans and influence a culture of enthusiastic buy-in.  Humareso provides outsourced human resource services, including its flagship HRO plan, which helps businesses save money, increase productivity and reduce legal risks by providing dedicated HR consulting for compliance, training, performance management, employee relations, workplace management, discipline and other important HR best practices.

Humareso handles all facets of employee engagement and business development, providing strategic direction to help employers manage talent, recruit for skills gaps, assess markets for growth, assess competition, increase employee performance, develop long-range succession plans and influence an enthusiastic, innovative culture.

Baldino is a 23-year human resources industry veteran with deep experience in recruitment and on-boarding, performance management, employment law, compliance, leadership development, succession planning and sales training. John is able to assess bottom line performance indicators and guides clients toward corrective adjustments that promote profit and health. He was named the Delaware Valley (Philadelphia Metropolitan Area) Human Resources Person of the Year for 2012.

**STEPHEN G. RAYMOND, ESQUIRE**

**Extensive trial experience and over 33 years of legal experience**

Mr. Raymond is a partner in the firm with over 33 years of experience as an attorney. Mr. Raymond was the Burlington County Prosecutor from 1982 through 1997, and was responsible for handling hundreds of high-profile cases. He served as of counsel to the prestigious Philadelphia law firm of Montgomery, McCracken, Walker & Rhoads prior to forming Raymond & Coleman in 2001.

Mr. Raymond’s practice is devoted primarily to personal injury, crime victims, criminal, and municipal court representations. When Mr. Raymond served as Burlington County Prosecutor, he developed a national reputation for attention to victim’s rights. This experience has helped immensely in his personal injury practice in fighting for the rights of accident victims. Since 2000 he has handled personal injury cases which resulted in settlements of Two Million One Hundred Thousand Dollars ($2,100,000), One Million Eight Hundred Thousand Dollars ($1,800,000), Eight Hundred Eighty Seven Thousand Five Hundred Dollars ($887,500), and Five Hundred Fifty Thousand Dollars ($550,000), as well as numerous other six-figure settlements. He served as Chairman for New Jersey’s Working Group, Homicide and Sudden Death Survivors, Chairman of the New Jersey Governor’s Commission on Missing Persons, Chairman of the Burlington County Committee on Domestic Violence, President of the New Jersey County Prosecutors Association, Chairman of the Advisory Board for the Burlington County Child Advocacy Center, and on the New Jersey Commission to Deter Criminal Activity. Mr. Raymond was also a Board member for the South Jersey Survivors of Violent Crime and served on the Board of Directors of Women Against Rape. He is an approved Attorney by the Victims of Violent Crimes Compensation Board. He is also a member of the American Trial Lawyers Association, the National Crime Victim Bar Association, the New Jersey Trial Lawyers Association, and a member of the Burlington and Camden County Bar Associations.

Mr. Raymond has served as legal counsel for the Burlington County Police Chiefs Association, the Riverton Police Department, and has served as labor counsel for a number of municipalities. He also has served as solicitor for the Mansfield Township Committee and Edgewater Park Township.

Mr. Raymond also has extensive experience in handling criminal matters. He represents many high-profile clients in his practice handling federal, state, and municipal criminal and traffic matters. Many of his clients are referred to him by other lawyers, which is a high compliment to his legal experience and skills.

Christine Madrid

Christine Madrid has served as the Director of the Division of Temporary Disability and Family Leave Insurance at the New Jersey Department of Labor since April 2011. Prior to that, she was the Assistant Director for the Division. She oversees a staff of about 200 people who process over 200,000 claims per year, paying benefits to people for who are too sick or disabled to work or who are caring for a family member or bonding with a newborn.

Christine began her career as a corporate and securities associate at Anslow & Jaclin, LLP in Manalapan, NJ, and as a corporate associate at Norris, McLaughlin, and Marcus, PA in Bridgewater, NJ. She received her B.S. in Mandarin Chinese at Georgetown University in 2001, and her J.D. from Temple University, Beasley School of Law in 2005.

Currently, Christine is serving a 3 year term as a Committee Member for the Township Committee in Montgomery Township, NJ.