

**Kris D. Meade**

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Practice Areas

- Labor & Employment
- Privacy & Data Protection
- University Practice
- Labor & Employment/ERISA

Kris D. Meade is a partner and co-chair of Crowell & Moring's Labor and Employment Group. He counsels and represents employers in the full range of employment and traditional labor law matters, including individual and class action lawsuits filed under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, ERISA, and companion state statutes. Kris represents employers in connection with union organizing campaigns, collective bargaining, labor arbitrations, and unfair labor practice litigation.

Kris also counsels and represents employers in connection with affirmative action compliance matters, including the Office of Federal Contract Compliance Programs' corporate management (or "glass ceiling") reviews and affirmative action compliance audits. He represents and counsels employers in business tort cases, Sarbanes-Oxley whistleblower retaliation matters, matters involving the protection of trade secrets, and litigation over non-competition agreements and other restrictive covenants.

Kris has particular expertise in conducting sophisticated statistical analyses in connection with employment class action litigation, compensation audits conducted by the Office of Federal Contract Compliance Programs, and self-audits conducted by employers to ensure compliance with federal regulations, Title VII, and the Equal Pay Act. He frequently teams with statisticians who serve as consulting or testifying experts in private litigation or government enforcement actions. In addition, Kris has substantial expertise in managing and coordinating large-scale discovery in nationwide, serial litigation.

Kris is a member of the Firm's Privacy and Data Protection team. In that capacity, he teams with lawyers from our European offices to assist clients with their implementation of global privacy programs, compliance with the "Safe Harbor" scheme administered by the US Department of Commerce, and compliance with the expanding patchwork of state laws implicating privacy concerns, including state security breach notification laws. Kris regularly advises clients regarding possible cross-border data transfer solutions,

including the use of model transborder data flow agreements, Safe Harbor registration, and binding corporate rules, taking into account the client's data flows and corporate structure. He has likewise assisted clients in their efforts to comply with state security breach notification laws, both in the context of actual security breaches and in implementing appropriate pre-breach measures to ensure compliance with those laws that require pre-breach measures.

Kris received a Bachelor of Arts *summa cum laude* from the University of Michigan, where he was elected to Phi Beta Kappa. He graduated *with honors* from The George Washington University Law School. He is a member of the Maryland and District of Columbia bars.

Education

- George Washington University Law School, J.D., Honors
- University of Michigan, B.A., *summa cum laude*, Phi Beta Kappa

Affiliations

Admitted to Practice: District of Columbia, Maryland

Publications

- "Courts Apply the Doctrine of Equitable Estoppel to Prevent Employers from Skirting Liability for their Actions Toward Otherwise Ineligible Employees," *Bloomberg Law Reports, Labor & Employment*, Vol. 3, No. 33 (2009). Co-Authors: Kris D. Meade and Christopher P. Calsyn.
- "The debate is over; Massachusetts issues its final regulations for personal information security," *World Data Protection Report*, Vol. 9, No. 4, BNA International (April 2009). Co-Authors: Kris D. Meade and Robin B. Campbell.
- "Ledbetter Legislation Enacted - Now What?," *Employment Law360* (January 30, 2009). Co-Authors: Kris D. Meade, Ursula Kubal Guzman and Christopher Calsyn.
- "Revisit Independent Contractor Classifications," *Society for Human Resource Management's Legal Report* (October - November 2007). Co-Authors: Kris D. Meade, Jeffrey Pagano, Ira M. Saxe and Jonathan A. Moskowitz.
- "Country Q&A: United States Information Technology," *Practical Law Company, Information Technology Handbook*, 2nd Edition (2007-08). Co-Authors: Gaela Bailey, Benjamin T. Butler, Christopher Calsyn, Robin B. Campbell, Charles C. Hwang, Kris D. Meade and John I. Stewart, Jr.

- "Traps for the Unwary: LM-10 Reporting Requirements," *ACC Docket* (March 2007). Co-Authors: Kris D. Meade, Rebecca L. Springer and Laura H. Huggett.
- "When Homeland Security Goes Abroad: The Global Collision of Privacy & Anti-Terrorism Laws," *BNA's Federal Contracts Report*, Vol. 85, No. 16 (April 25, 2006). Co-Authors: David Z. Bodenheimer and Kris D. Meade.
- "Country Q&A: United States Data Protection," *Practical Law Company, Vol. 2: Data Protection* (2006-07). Co-Authors: Gaela Bailey, David Z. Bodenheimer, Benjamin T. Butler, Christopher Calsyn, Robin B. Campbell, Charles C. Hwang, Kris D. Meade, Jeremy Rhyne and John Stewart.
- "OFCCP Loses Bid to Extend 'Subcontractor' Status to Hospital, (2003). Co-Authors: J. Catherine Kunz and Kris Meade.
- "OFCCP Finalizes Rule Governing AAPs, Effective December 13, 2000: Ambiguous And Substantial New Requirements Face Contractors," *Crowell & Moring Employment Law Briefing*, Vol. 1, Issue 15 (November 2000). Co-Authors: Kris D. Meade and Rosemary M. Collyer.
- "Beat The Clock: OFCCP Moves Swiftly To Finalize Regulatory Reforms Before 2000 Elections," *Labor & Employment Law Update* (April 2000). Co-Author: Kris D. Meade and Kimberly K. Hartwell.
- "Labor Law Roundup: Disabilities Act, Punitive Damages Highlight Supreme Court Term," *Crowell & Moring Mining Law Monitor*, (July 1999). Co-Authors: Kris D. Meade, Terry Flynn and Andrew Bagley.
- "'New News' From The Labor Department: Increased Enforcement Activity Presents New Compliance Challenges," *Crowell & Moring Labor and Employment Law Update* (January 1999). Co-Authors: Thomas P. Gies and Kris D. Meade.
- "EEOC Issues New Retaliation Guidance and Final Rule on Waivers," *Crowell & Moring Labor and Employment Law Update*, Co-Authors: Ellen M. Dwyer and Kris D. Meade.
- "The Supreme Court Saddles Employers With Liability for the Sexual Harassment of Their Supervisors," *Crowell & Moring Labor and Employment Law Update* Co-Authors: Ellen M. Dwyer and Kris D. Meade.

Alerts & Newsletters

- "The NLRB's Acting General Counsel Asserts an Unprecedented Challenge to Employee Handbook Receipt Provisions," *Labor & Employment Law Alert - US* (May 8, 2012). Contacts: Jeffrey W. Pagano, Herbert I. Meyer, Kris D. Meade, Thomas P. Gies, Mark A. Romeo, S. Shane Sagheb.
- "Seventh Circuit Authorizes An "Issue Class Action" in Response to *Dukes*," *Labor & Employment Law Alert - US* (May 3, 2012). Contacts:

Thomas P. Gies, Kris D. Meade, Jeffrey W. Pagano, Mark A. Romeo, Jasmine Velazquez, S. Shane Sagheb.

- "California High Court Rejects Fee Request For Rest Break Claims," *Labor & Employment Law Alert - US* (May 2, 2012). Contacts: Mark A. Romeo, S. Shane Sagheb, Kris D. Meade, Thomas P. Gies, Andrew W. Bagley, Jeffrey W. Pagano, Ira M. Saxe.
- "Transgender Employees Protected By Federal Law Against Discrimination," *Labor & Employment Law Alert - US* (March 23, 2012). Contacts: Kris D. Meade, Jeffrey W. Pagano, Mark A. Romeo, Wendy A. Sugg.
- "California and the USDOL Stake Out Common Ground in Focusing on Alleged Misclassification of Employees as Independent Contractors," *Labor & Employment Law Alert - US* (February 16, 2012). Contacts: Mark A. Romeo, S. Shane Sagheb, Melanie Natasha Henry, Jeffrey W. Pagano, Kris D. Meade.
- "NLRB Clarifies Its Position Regarding Employees' Social Media Usage," *Labor & Employment Law Alert - US* (February 2, 2012). Contacts: Jeffrey W. Pagano, Herbert I. Meyer, Kris D. Meade, Thomas P. Gies, Glenn D. Grant, Christopher Calsyn, Mark A. Romeo.
- "'Collyer Lite' -- NLRB Announces Limitation on Collyer Deferral," *Labor & Employment Law Alert - US* (January 26, 2012). Contacts: Jeffrey W. Pagano, Herbert I. Meyer, Kris D. Meade, Thomas P. Gies, Glenn D. Grant, Mark A. Romeo.
- "FMLA Protections from Interference and Retaliation Extended to Pre-Eligible Employees," *Labor & Employment Law Alert - US* (January 25, 2012). Contacts: Kris D. Meade, Christopher Calsyn, Jeffrey W. Pagano, James E. Kellett, Ira M. Saxe, Mark A. Romeo.
- "NLRB and FINRA Signal Federal Push To Create A Right for Employees To Pursue Collective Litigation Regardless of Arbitration Agreements," *Labor & Employment Law Alert - US* (January 12, 2012). Contacts: Jeffrey W. Pagano, Herbert I. Meyer, Jared Levine, Kris D. Meade, Thomas P. Gies, Glenn D. Grant, Mark A. Romeo.
- "NLRB Issues Final Rule On 'Quickie' Elections," *Labor & Employment Law Alert - US* (December 22, 2011). Contacts: Jeffrey W. Pagano, Herbert I. Meyer, Kris D. Meade, Thomas P. Gies, Glenn D. Grant, Mark A. Romeo.
- "'Sea Change' in OFCCP Disability Regulations Would Mean Increased Turbulence for Contractors," *Labor & Employment Law Alert - US* (December 14, 2011). Contacts: Kris D. Meade, Ira M. Saxe, Rebecca L. Springer, Jonathan A. Moskowitz, Mark A. Romeo.
- "NLRB Scales Back -- But Not By Much -- The New 'Quickie' Election Rules it Proposed on June 22, 2011," *Labor & Employment Law Alert - US* (December 6, 2011). Contacts: Jeffrey W. Pagano, Herbert I. Meyer, Kris D. Meade, Thomas P. Gies, Glenn D. Grant, Mark A. Romeo.

- "Federal Court Upholds OFCCP Demand For Data," *Labor & Employment Law Alert - US* (November 21, 2011). Contacts: Kris D. Meade, Rebecca L. Springer, Ira M. Saxe, Jonathan A. Moskowitz, Mark A. Romeo.
- "OSHA Revises Its Sarbanes-Oxley Whistleblower Rules Impacting Public Companies and Their Affiliates and Subsidiaries," *Labor & Employment Law Alert - US* (November 9, 2011). Contacts: Mark A. Romeo, Samuel P. Nielson, Kris D. Meade, Thomas P. Gies, Christopher Calsyn, Jeffrey W. Pagano, Ira M. Saxe.
- "California Seating Lawsuits Meeting Resistance, But Employers Shouldn't Sit Idly By," *Labor & Employment Law Alert - US* (October 21, 2011). Contacts: Mark A. Romeo, Samuel P. Nielson, Jeffrey W. Pagano, James E. Kellett, Kris D. Meade, Thomas P. Gies.
- "California Enacts Legislation Limiting Employers' Use of Consumer Credit Reports for Employment Purposes," *Labor & Employment Law Alert - US* (October 12, 2011). Contacts: Jeffrey W. Pagano, Jonathan A. Moskowitz, Kris D. Meade, Rachel L. Talbot, Mark A. Romeo, Wendy A. Sugg.
- "Seattle Enacts Ordinance Requiring Paid Sick Leave and Paid Safe Time," *Labor & Employment Law Alert - US* (September 29, 2011). Contacts: Jeffrey W. Pagano, Jonathan A. Moskowitz, Kris D. Meade, Rebecca L. Springer, Rachel L. Talbot, Mark A. Romeo.
- "NLRB Makes Employee Rights Poster Available on its Website Shortly After Commencement of a Lawsuit Challenging its Posting Rule," *Labor & Employment Law Alert - US* (September 15, 2011). Contacts: Jeffrey W. Pagano, Herbert I. Meyer, Jonathan A. Moskowitz, Kris D. Meade, Thomas P. Gies, Glenn D. Grant, Mark A. Romeo.
- "OFCCP Seeks Input on Development of New Compensation Reporting Tool," *Labor & Employment Law Alert - US* (August 16, 2011). Contacts: Kris D. Meade, Ira M. Saxe, Rebecca L. Springer, Mark A. Romeo.
- "Employee Absences for Medical Reasons: An Expanding Source of Liability," (August 11, 2011). Contacts: Kris D. Meade, James E. Kellett, Jonathan A. Moskowitz, Wendy A. Sugg.
- "OFCCP Drumbeat Continues: Agency Announces New FAAP Procedures," *Labor & Employment Law Alert - US* (July 1, 2011). Contacts: Rebecca L. Springer, Kris D. Meade, Jeffrey W. Pagano, Ira M. Saxe, Jonathan A. Moskowitz, Mark A. Romeo, Wendy A. Sugg.
- "Think That California Lawsuits Over Seating Concern Only Retail Cashiers? Think Again," *Labor & Employment Law Alert - US* (May 26, 2011). Contacts: Mark A. Romeo, Wendy A. Sugg, Samuel P. Nielson, Kris D. Meade, Thomas P. Gies, Jeffrey W. Pagano.
- "NLRB Sues Arizona in Federal Court over Constitutional Amendment Requiring Secret Ballot Elections for Union Representation," *Labor & Employment Law Alert - US* (May 18, 2011). Contacts: Kris D. Meade, Thomas P. Gies, Glenn D. Grant, Arash Jahanian, Jeffrey W. Pagano, Ira M. Saxe, Mark A. Romeo.

- "Philadelphia Is Latest Jurisdiction to "Ban the Box" in Hiring Processes," *Labor & Employment Law Alert - US* (May 16, 2011). Contacts: Kris D. Meade, Glenn D. Grant, Arash Jahanian, Jeffrey W. Pagano, Ira M. Saxe, Mark A. Romeo.
- "New York State Department of Labor Issues Guidance and Sample Templates in Connection With the New York Wage Theft Prevention Act," *Labor & Employment Law Alert - US* (April 12, 2011). Contacts: Jeffrey W. Pagano, Ira M. Saxe, Jonathan A. Moskowitz, Kris D. Meade, Thomas P. Gies, Mark A. Romeo.
- "We're Staying Open to Handle Your Shutdown Questions," *Government Contracts Bullet Points* (April 8, 2011). Contacts: Terry L. Albertson, Amy Laderberg O'Sullivan, Daniel R. Forman, J. Chris Haile, Kris D. Meade, Angela B. Styles, Peter Eyre.
- "EEOC Issues Final Regulations on ADA Amendments Act of 2008," *Labor & Employment Law Alert - US* (April 7, 2011). Contacts: Jeffrey W. Pagano, James E. Kellett, Ira M. Saxe, Kris D. Meade, Thomas P. Gies, Mark A. Romeo.
- "New York Wage Theft Prevention Act Takes Effect on April 9, 2011," *Labor & Employment Law Alert - US* (April 4, 2011). Contacts: Jeffrey W. Pagano, Ira M. Saxe, Thomas P. Gies, Kris D. Meade, Mark A. Romeo.
- "Oral Complaints are Sufficient to Support an FLSA Retaliation Claim," *Labor & Employment Law Alert - US* (March 28, 2011). Contacts: Jeffrey W. Pagano, Ira M. Saxe, Thomas P. Gies, Kris D. Meade, Mark A. Romeo.
- "Shutdown Suspicions? Crowell & Moring Identifies the Questions You Should Be Asking," *Government Contracts Bullet Points* (February 25, 2011). Contacts: Terry L. Albertson, Amy Laderberg O'Sullivan, Daniel R. Forman, J. Chris Haile, Kris D. Meade, Angela B. Styles, Peter Eyre.
- "OFCCP Directive Continues Agency's Efforts To Expand Its Jurisdiction Over Health Care Providers," *Health Law 'In The News'* (January 28, 2011). Contacts: J. Catherine Kunz, Arthur N. Lerner, Kris D. Meade, Christopher Flynn, Rebecca L. Springer.
- "NLRB Flexes Its Muscles by Opposing State Constitutional Amendments Requiring the Use of Secret Ballot Elections for Union Representation Purposes and Limiting Deferral to Arbitration," *Labor & Employment Law Alert - US* (January 26, 2011). Contacts: Jeffrey W. Pagano, Ira M. Saxe, Thomas P. Gies, Kris D. Meade, Mark A. Romeo.
- "DOL Again Applies Expansive Interpretation of "Subcontractor"," *Government Contracts Bullet Points* (October 29, 2010). Contacts: Kris D. Meade, J. Catherine Kunz.
- "Marijuana Legalization Under California's Proposition 19: The Impact on Employers," *Labor & Employment Law Alert - US* (October 27, 2010). Contacts: Mark A. Romeo, Kris D. Meade, Joel D. Wood, Jeffrey W. Pagano, Kelly T. Currie.

- "New Whistleblower Incentives and Protections in the Dodd–Frank Wall Street Reform and Consumer Protection Act," *Labor & Employment Law Alert - US* (August 31, 2010). Contacts: Kris D. Meade, James E. Kellett.
- "Interim Rule Requires Federal Contractors to Report Executive Compensation and First-Tier Subcontract Awards," *Labor & Employment Law Alert - US* (July 12, 2010). Contacts: Kris D. Meade, Rebecca L. Springer, Peter Eyre, Jeffrey W. Pagano, Ira M. Saxe.
- "Department of Labor's Wage and Hour Division Provides Answers, Raises New Questions," *Labor & Employment Law Alert - US* (June 23, 2010). Contacts: Kris D. Meade, Jeffrey W. Pagano.
- "Supreme Court Rules that Government Search of Employee's Text Messages Was Reasonable," *Electronic Discovery & Information Management Alert* (June 19, 2010). Contacts: Jeane A. Thomas, Kris D. Meade, Justin P. Murphy, Robin B. Campbell.
- ""Rebalancing" The Federal Workforce," *Government Contracts Bullet Points* (May 6, 2010). Contacts: Kris D. Meade, Richard Arnholt.
- "What Should Large Employers Do Now? Implications of *Dukes v. Wal-Mart*," *Labor & Employment Law Alert - US* (April 29, 2010). Contacts: Kris D. Meade, Thomas P. Gies, Rebecca L. Springer, Jeffrey W. Pagano.
- "Fourth Circuit Enforces Employee's Pre-Filing Release of *Qui Tam* Action under the False Claims Act, Dismisses Suit," *Labor & Employment Law Alert - US* (April 21, 2010). Contacts: Kris D. Meade, Michael W. Paddock.
- "Becker Means Change At The Labor Board," *Labor & Employment Law Alert - US* (April 1, 2010). Contacts: Thomas P. Gies, Kris D. Meade, Jeffrey W. Pagano, Mark A. Romeo.
- "European Parliament Hearing of László Andor, Commissioner-designate for Employment and Social Affairs," *Labor & Employment Law Alert - Europe* (February 4, 2010). Contacts: Emmanuel Plasschaert, Jeffrey W. Pagano, Kris D. Meade.
- "New FTC Guidelines Require Employers To Strengthen Social Networking Policies," *Labor & Employment Law Alert - US* (January 8, 2010). Contacts: Jeffrey W. Pagano, Kris D. Meade, Christopher Calsyn.
- "New EU Data Breach Notification Requirements," *Privacy Law Alert* (January 4, 2010). Contacts: Kris D. Meade, Robin B. Campbell.
- "Sweeping Prohibition on Arbitration of Employment Disputes in 2010 Defense Appropriations," *Government Contracts Bullet Points* (December 28, 2009). Contacts: Kris D. Meade, Angela B. Styles, Mark A. Romeo, Jeffrey W. Pagano.
- "Congress Limits Arbitration of Employment Disputes by Defense Contractors and Subcontractors," *Labor & Employment Law Alert - US* (December 23, 2009). Contacts: Kris D. Meade, Angela B. Styles, Mark A. Romeo, Jeffrey W. Pagano.

- "DOL Issues Proposed Rule Implementing Executive Order 13496 - Notice of NLRA Rights ," *Labor & Employment Law Alert - US* (August 10, 2009). Contacts: Jeffrey W. Pagano, Ira M. Saxe, Kris D. Meade, Kathleen Clair.
- "Minimum Wage Increases Federally And In 16 Jurisdictions," *Labor & Employment Law Alert - US* (July 24, 2009). Contacts: Jeffrey W. Pagano, Kris D. Meade.
- "Obama Administration to Begin E-Verify Enforcement For Certain Federal Contractors on September 8, 2009," *Labor & Employment Law Alert - US* (July 20, 2009). Contacts: Kris D. Meade, Ira M. Saxe.
- "Administration To Begin E-Verify Enforcement On September 8, 2009," *Government Contracts Bullet Points* (July 15, 2009). Contacts: Angela B. Styles, Kris D. Meade.
- "Supreme Court Shifts To "But For" Test In Age Discrimination in Employment Act Claims," *Labor & Employment Law Alert - US* (June 30, 2009). Contacts: Kris D. Meade, James E. Kellett.
- "Hospitals Contracting With HMO to Provide Medical Services to Federal Employees Held to be "Subcontractors" Even Where Subcontract Fails To Include EEO And Affirmative Action Provisions," *Health Law 'In The News'* (June 17, 2009). Contacts: Kris D. Meade, Arthur N. Lerner, Ira M. Saxe.
- "E-Verify Enforcement Suspended Until September 2009," *Government Contracts Bullet Points* (June 8, 2009). Contacts: Angela B. Styles, Kenneth M. Bruntel, Kris D. Meade.
- "Reaux Decision Provides Wake Up Call for Employers Regarding FMLA Policies," *Labor & Employment Law Alert - US* (April 2, 2009). Contacts: Kris D. Meade, Christopher Calsyn, James E. Kellett.
- "European Working Party Offers Guidance On Discovery For Cross-Border Civil Litigation," *Privacy Law Alert* (March 5, 2009). Contacts: Kris D. Meade, Jeane A. Thomas.
- "European Working Party Offers Guidance On Discovery For Cross-Border Civil Litigation," *Electronic Discovery & Information Management Alert* (March 5, 2009). Contacts: Jeane A. Thomas, Kris D. Meade.
- "Ninth Circuit Withdraws *Sullivan v. Oracle* Decision Applying California Labor Laws To Non-California Residents," *Labor & Employment Law Alert - US* (February 20, 2009). Contacts: Mark A. Romeo, Kris D. Meade.
- "Ledbetter Legislation Enacted – Now What?," *Labor & Employment Law Alert - US* (January 29, 2009). Contacts: Kris D. Meade, James E. Kellett, Christopher Calsyn.
- "Massachusetts Sets the New Standard, But Delays Implementation," *Privacy Law Alert* (December 4, 2008). Contacts: Kris D. Meade, Robin B. Campbell.

- "Revised FMLA Regulations Clarify Employer Obligations," *Labor & Employment Law Alert - US* (December 4, 2008). Contacts: Kris D. Meade, James E. Kellett, Kathleen Clair.
- "FTC Grants Reprieve: Health Care Companies Prepare ," *Privacy Law Alert* (November 14, 2008). Contacts: Kris D. Meade, Robin B. Campbell.
- "E-Verify -- Immigration Enforcement Comes to Federal Contracting," *Government Contracts Bullet Points* (November 14, 2008). Contacts: Angela B. Styles, Kris D. Meade, Brian T. McLaughlin.
- "FTC Grants Reprieve: Health Care Companies Prepare ," *Health Law 'In The News'* (November 14, 2008). Contacts: Kris D. Meade, Robin B. Campbell.
- "ADA Amendments Act Rejects Supreme Court Decisions Limiting Scope of ADA," *Labor & Employment Law Alert - US* (September 24, 2008). Contacts: Thomas P. Gies, Kris D. Meade.
- "New Executive Order and Proposed Rule Require Government Contractors to Use "E-Verify" System," *Labor & Employment Law Alert - US* (June 16, 2008). Contacts: Kris D. Meade, Rebecca L. Springer.
- "Government Contractors Must Use E-Verify," *Government Contracts Bullet Points* (June 11, 2008). Contacts: Kris D. Meade, Rebecca L. Springer.
- "Large Employers Beware: Ninth Circuit's *Wal-Mart* Decision Affirms Class of 1.6 Million Current and Former Employees," *Labor & Employment Law Alert - US* (February 7, 2007). Contact: Kris D. Meade.
- "Alert for Clients Engaged In Retail or E-Commerce Credit/Debit Card Transactions," *Privacy Law Alert* (January 16, 2007). Contacts: Steven P. Rice, Daniel A. Sasse, Kris D. Meade, Lynn Parseghian.
- "EU Data Protection Authorities Finds Transfer of Financial Data by SWIFT to U.S. Department of Treasury Illegal ," *Privacy Law Alert* (December 18, 2006). Contact: Kris D. Meade.
- "Belgian Data Protection Authority Outlaws Transfer of Banking Records to US Department of Treasury," *Privacy Law Alert* (October 3, 2006). Contact: Kris D. Meade.
- "OFCCP Issues Final Guidance on Systemic Compensation Discrimination and Contractor Self Evaluation," *Labor & Employment Law Alert - US* (June 16, 2006). Contacts: Kris D. Meade, Rebecca L. Springer.
- "The Global Collision Of Privacy & Homeland Security ," *Government Contracts Bullet Points* (May 10, 2006). Contacts: David Z. Bodenheimer, Kris D. Meade.
- "To Notify or Not to Notify - 2006 Update," *Privacy Law Alert* (April 7, 2006). Contacts: Kris D. Meade, Robin B. Campbell.

- "DOL Announces New LM-10 Guidance and Extended Filing Deadline," *Labor & Employment Law Alert - US* (March 9, 2006). Contacts: Thomas P. Gies, Kris D. Meade, Rebecca L. Springer.
- "OFCCP Moves To Eliminate Burdensome EO Survey And Offers "Grace Period" For Compliance With Internet Applicant Rule," *Labor & Employment Law Alert - US* (January 27, 2006). Contacts: Kris D. Meade, Rebecca L. Springer.
- "OFCCP Moves To Eliminate Burdensome EO Survey," *Government Contracts Bullet Points* (January 26, 2006). Contacts: Kris D. Meade, Rebecca L. Springer.
- "French Corporate Environment Not So Whistleblower-Friendly," *Government Contracts Bullet Points* (January 9, 2006). Contact: Kris D. Meade.
- "To Notify, or not to Notify? Trend Towards Security Breach Notification Laws Continues ," *Privacy Law Alert* (December 1, 2005). Contacts: Kris D. Meade, Robin B. Campbell.
- "New DOL Reporting Requirements For Employers," *Labor & Employment Law Alert - US* (December 1, 2005). Contacts: Thomas P. Gies, Kris D. Meade, Rebecca L. Springer.
- "Proposed Changes To EEO-1 Reporting Impact All Employers With 100 or More Employees," *Labor & Employment Law Alert - US* (November 17, 2005). Contacts: Rebecca L. Springer, Kris D. Meade.
- "Davis-Bacon Act Reinstated," *Government Contracts Bullet Points* (October 31, 2005). Contacts: Kris D. Meade, Andrew W. Bagley.
- "OFCCP Issues "Internet Applicant" Definition," *Government Contracts Bullet Points* (October 12, 2005). Contacts: Kris D. Meade, Rebecca L. Springer.
- "OFCCP Issues "Internet Applicant" Definition," *Labor & Employment Law Alert - US* (October 10, 2005). Contacts: Thomas P. Gies, Kris D. Meade.
- "FTC Alert," *Privacy Law Alert* (June 6, 2005). Contact: Kris D. Meade.
- ""Disparate Impact" Theory Available In Age Discrimination Cases," *Labor & Employment Law Alert - US* (April 7, 2005). Contacts: Thomas P. Gies, Kris D. Meade.
- ""Disparate Impact" Theory Available In Age Discrimination Cases," *Government Contracts Bullet Points* (April 7, 2005). Contacts: Thomas P. Gies, Kris D. Meade.
- "New Standard Clauses For Data Transfers To Data Controllers In Non-EU Countries," *Privacy Law Alert* (January 24, 2005). Contacts: Kris D. Meade, Thomas De Meese.
- "Hospital Not A Subcontractor Under Federal Employees Health Benefit Program," *Health Law 'In The News'* (February 4, 2003). Contacts: J. Catherine Kunz, Kris D. Meade, Kenneth M. Bruntel, Arthur N. Lerner.
- "OFCCP Finalizes Rule Governing AAPs, Effective December 13, 2000: Ambiguous And Substantial New Requirements Face Contractors," *Labor*

& *Employment Law Alert - US* (November 1, 2000). Contact: Kris D. Meade.

Speaking Engagements

- "Top Labor and Employment Issues For Government Contractors in 2012 and Beyond," Crowell & Moring's 2012 Ounce of Prevention Seminar (OOPS), Washington, D.C. (May 9-10, 2012). Co-Speakers: Jeff Pagano, Ellen Dwyer, Kris Meade, Rebecca Springer.
- "I Was Told There Would Be No Math - What Every Employment Lawyer Should Know About Statistical Proof in Employment Matters," WMACCA Employment and Labor Forum (April 11, 2012). Panelist: Kris D. Meade.
- "Religious Accommodation Under Federal Law: The Essentials," NACUA CLE Workshop - Higher Education Employment Law 2012: Key Issues and Updates (March 21-23, 2012). Panelist: Kris D. Meade.
- "New Reporting Requirements: Executive Compensation And First-Tier Subcontract Awards," Crowell & Moring Webinar (September 20, 2010). Presenters: Peter Eyre, J. Catherine Kunz, Kris D. Meade and Gunjan Talati.
- "Government Contracts Labor: Working Hard for the Money," Caught in the Federal Procurement Fish Bowl, 26th Annual Ounce of Prevention Seminar (OOPS), Crowell & Moring, Washington, D.C. (May 26-27, 2010). Moderator: Kris D. Meade. Presenters: Thomas P. Gies and Gunjan Talati.
- "Fox In The Hen House: Dealing With The Whistleblower Employee And Internal Investigation Issues," Crowell & Moring's Healthcare Ounce Of Prevention Seminar (HOOPS) (April 27, 2010). Presenters: Robert T. Rhoad and Kris Meade.
- "Labor and Employment Developments in President Obama's First 100 Days," Crowell & Moring Webinar Presentation (April 2009). Co-Presenters: Trina L. Fairley, William J. Flanagan, Thomas P. Gies and Kris D. Meade.
- "Unique Employment Law Obligations Imposed on Government Contractors: Tips for Compliance," Crowell & Moring's Labor Ounce of Prevention Seminar, Irvine, CA (April 8, 2009). Presenter: Kris D. Meade.
- "Lilly Ledbetter Fair Pay Act: Preparing For and Defending Against Pay Discrimination Claims," Crowell & Moring's Labor Ounce of Prevention Seminar, Irvine, CA (April 8, 2009). Presenters: Kris D. Meade and Dani T. Nguyen.
- "The Top Five Things You Would Not Believe About Employment Law," Crowell & Moring's 2008 Healthcare Ounce of Prevention Conference (October 2008). Co-Presenters: Trina L. Fairley and Kris D. Meade.
- "Emerging Labor and Employment Law Issues Impacting the Healthcare Industry," Crowell & Moring's 2007 Healthcare Ounce of Prevention

Seminar (HOOPS) (October 2007). Co-Presenters: Keith J. Harrison and Kris D. Meade.