

## **HOLLY A. SILVER**

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*One of the founders of the field of global employment law, with an extensive career managing U.S. and global employment law and litigation for Fortune 500 companies, both in-house and in my own firm, based both in the U.S. and in Europe.*

### **PROFESSIONAL EXPERIENCE**

#### **Fordham University**

*Adjunct Professor in Employment Law*

**September 2021–present**

#### **Holly A. Silver, P.C.**

*President*

**2010–present**

- U.S. and global employment law firm, which assists corporations in managing employees on a worldwide basis
- Advise companies on all types of international and U.S. employment law issues, including sex harassment investigations and training, handling of executive and other sensitive corporate situations, global and U.S. reorganizations, cross-border matters of all types, U.S. and worldwide employment law audits, policies and training

#### **Philip Morris International**

**2007–2010**

*Senior Counsel (Employment) – based in global Operations Center in Switzerland*

- Created and managed a worldwide employment law practice covering 80,000+ employees in 160 countries
- Provided advice and counsel to all regions of the world—Asia, EEMA, Europe, Latin America and U.S.
- Performed a global employment law audit on the company’s policies, practices, and procedures
- Established and conducted international employment law training

#### **Nestlé USA, Inc.**

**1991–2007**

*Senior Counsel (Employment)*

- Responsible for overall management of U.S. employment law function for 30,000+ employees, including counseling, executive advice, training, reorganizations, policy implementation, sex harassment investigations and training, and litigation consultation
- Handled more than 400 government agency and other employee claims with positive results
- Created reorganization process, and managed more than 50 reorganizations with no resulting litigation

**McDonnell Douglas Corporation**

**1988–1991**

*Senior Corporate Attorney (HR)*

- Provided employment law advice and managed employment litigation matters
- Successfully handled major reorganization involving 13,000+ employees
- One of the first attorneys in the United States to implement the WARN Act

**Marriott Corporation**

**1979–1988**

*Senior Attorney (Labor)*

- Provided employment law advice and handled litigation for 236,000+ employees nationwide in Federal and state courts
- First attorney in U.S. to argue that plaintiffs should be required to submit to a medical/psychiatric exam as a prerequisite to raising an emotional distress claim

**EDUCATION**

- J.D., Georgetown University Law Center (Phi Delta Phi legal honorary fraternity)
- B.A., Mount Holyoke College, *magna cum laude*

**BAR MEMBERSHIPS**

- California
- District of Columbia
- New York

**PROFESSIONAL AFFILIATIONS**

Membership and officer positions in numerous professional organizations during career, including:

- Chairperson of the Equal Employment Advisory Council (Legal/HR Representatives from more than 300 corporations)
- Vice-Chair of the ABA International Section Corporate Counsel and Employment Law Committees

**HONORS**

- Fellow of the American Bar Association (Limited to less than 1% of lawyers licensed to practice in each state)
- *Leaders in Law 2021* award recipient of the Global Labour & Employment Law Expert of the Year in the U.S. (International recognition of excellence in legal achievements)
- *Corporate-INTL's 2020* Labour and Employment Law Firm of the Year, New York. (Recognizes leading firms in their chosen specialties throughout the world.)
- *Lawyer Monthly's Women in Law Award, 2018* Labor and Employment Lawyer in the U.S. (Recognizes the outstanding contribution and legal expertise displayed by women in law globally across all legal platforms)

**RECENT ARTICLES**

- *"Preventing Sexual Harassment Before the Storm"* – January, 2018