

PANELIST PROFILES

ADDRESSING AND INVESTIGATING EMPLOYMENT COMPLAINTS

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MELISSA R. COSTELLO

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Melissa R. Costello counsels and represents private businesses, public corporations, and nonprofit organizations in a variety of litigation and transactional matters. Her practice emphasizes civil employment matters involving harassment, discrimination, wage-and-hour law, state and federal leave laws, ADA, FMLA, COVID-19 issues, discipline issues, contracts, trade secret protection, restrictive covenants, and employment separation.

Melissa has assisted clients in formulating policies, procedures, handbooks, contracts, and strategies to minimize the risk of litigation. She has represented clients in administrative matters, including before the U.S. Department of Labor, U.S. Equal Employment Opportunity Commission, Arizona Attorney General's Office Civil Rights Division, and Industrial Commission of Arizona.

Melissa has co-chaired jury and bench trials in state and federal courts.



MARJORIE J. PEERCE

Partner, Ballard Spahr LLP
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Marjorie J. Peerce is a litigator with a practice focus on white collar criminal defense, virtual currency, regulatory matters, and complex civil litigation. In her more than 30 years of practice, she has handled matters across the criminal and regulatory spectrum.

She is Managing Partner of the firm's New York office, a member of its Elected Board, and is a founding leader of the Blockchain Technology and Cryptocurrency team. That team is composed of lawyers from virtually every practice area in the firm, and aids clients in myriad matters related to virtual currency and the blockchain, including matters related to cryptocurrency scams or thefts involving crypto wallets, initial coin offerings, developing and implementing new products, navigating the complicated maze of government regulation and enforcement, advising on issues related to blockchain technology, and protecting both the data and the consumers who use it. Margie also co-leads the firm's Distressed Digital Assets team.

Margie appears in New York state and federal courts, as well as in federal districts around the country. She has handled criminal and regulatory investigations concerning, for example, violations of the Internal Revenue Code, securities fraud (including Bitcoins), initial coin offerings, cryptocurrency trading, the Foreign Corrupt Practices Act (FCPA), the Bank Secrecy Act, government contract procurement and subsidy fraud, mail fraud, bribery, accounting fraud, immigration fraud, health care fraud, environmental matters, commodities fraud, computer fraud and hacking, and criminal customs investigations. Margie has handled a significant number of matters with the SEC, as well as with FINRA and the CFTC. She has handled numerous

matters with the New York Attorney General in a variety of areas. She also regularly represents individuals in myriad matters in the Criminal and Supreme Courts in New York City.



Jay Zweig has 25 years of experience practicing employment law and commercial litigation.

Jay represents businesses in avoiding and resolving employment law disputes. He assists employers with human resources policies, confidentiality and noncompete agreements, wage-and-hour, FMLA, COVID-19 employment issues and leave law issues, whistleblower cases, sexual harassment and employment discrimination administrative charges and litigation, internal investigations, ADA matters, and OSHA citations. He has been lead counsel in federal and state court trials for clients ranging from startups to Fortune 100 companies.

JAY A. ZWEIG

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