**Jonathan A. Segal**

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**Jonathan A. Segal**is a partner at Duane Morris LLP in the Employment, Labor, Benefits and Immigration Practice Group. He is also the founder and managing principal of the [Duane Morris Institute](http://www.duanemorrisinstitute.com/). The Duane Morris Institute provides training for human resource professionals, in-house counsel, benefits administrators and managers at Duane Morris, at client sites and by way of webinar on myriad employment, labor, benefits and immigration matters.

Previously a litigator, Jonathan’s practice now focuses almost entirely on assisting employers meet their business objectives by maximizing legal compliance and managing legal risk with an eye on culture.  Jonathan’s practice includes:

**Counseling, strategic planning, leadership training, and policy development**on issues such as**:** preventing and responding to discrimination, harassment, and retaliation; reasonable accommodations; wage and hour compliance (federal and state); performance management; talent acquisition; and social media.

**Agreements**, such as:  business protection agreements (such as non-competes), confidentiality agreements, employment agreements and independent contractor agreements.

**Investigations**, such as: providing advice with respect to as well as personally conducting both privileged and non-privileged investigation of EEO and other matters.

**Traditional labor**, such as: union prevention programs, collective bargaining and contract interpretation.

**Privileged audits**, such as: wage and hour compliance; pay equity; and identifying legal risks in DEI programs.

Jonathan is the Chair of the Pennsylvania Chamber’s Legislative Committee.

Jonathan also is the Legislative Director Pennsylvania State Council of SHRM.

Among other recognitions, Jonathan has been ranked by Chambers USA for 15 consecutive years as a “leading lawyers for business.”

Jonathan provides training to federal judges on various employment and leadership issues.

Jonathan also provides training to employers on behalf of the EEOC.

Jonathan has published more than 450 articles on third party platforms including SHRM, Bloomberg, Fortune and HRDive.

Jonathan has been cited as national authority on employment issues in, among others, Law 360, Bloomberg, SHRM, Time, Washington Post, Wall Street Journal, New York Times,  Associated Press, Reuters, Philadelphia Inquirer, Philadelphia Business Journal, Forbes and MSNBC..

Jonathan’s personal passions include hands-on animal rescue, Holocaust remembrance and psychology. On the fun side, Jonathan remains mad about AMC’s *Mad Men* and is fortunate to have Bruce Springsteen as his virtual workout partner. Even so, Nina Simone is Jonathan’s favorite musical artist.