

MD-PETS Speakers / Facilitators **Bond, Shoeneck, and King Attorneys** *Jim Houlihan & Theresa Rusnak*

James Holahan, Bond, Shoeneck, and King Attorneys. James is a graduate of the College of William and Mary School of Law and the University of Rochester. He is a labor and employment law attorney. His clients include private, not-for-profit and public sector employers: from a multi-national automotive manufacturer to a small municipality with multiple collective bargaining units and from a large and organizationally complex not-for-profit agency to a large community foundation. Responding to client needs requires James to serve as advisor, problem-solver, and litigator for his clients.



Theresa Rusnak, Bond, Shoeneck, and King Attorneys. Theresa is a graduate of Georgetown University Law Center and the College of Holy Cross. She is a labor and employment law attorney who counsels employers in a wide variety of labor and employment matters, including addressing wage and hour issues, responding to claims of employment discrimination, harassment, wrongful discharge and retaliation, drafting personnel policies and employee manuals, and dealing with unfair labor practice charges and collective bargaining issues. Theresa represents clients in state and federal litigation, arbitration, and mediation proceedings and hearings before state and federal governments. Agencies and boards.



James & **T**heresa have done numerous presentations on the timely topic of “Sexual Harassment in the Workplace” for both profit and non-profit organizations.