**ATTORNEY BIOGRAPHIES**

**Kathryn M. Murphy** - Ms. Murphy is a Partner at the firm and practices in the employment and labor law areas.  She has many years of experience representing employers in matters involving employment discrimination, wage and hour, contracts, whistleblowing, and other employment-related concerns.  Ms. Murphy’s practice also focuses upon working proactively with employers to address matters before legal disputes arise.  She conducts internal investigations on behalf of employers, provides training, day-to-day counseling in employment areas, development of policies and procedures, and other advisory services.

Prior to joining the firm, Ms. Murphy worked for several years with the Office of the Attorney General of the Commonwealth of Massachusetts, initially as a financial investigator in the Public Protection area, and later as an Assistant Attorney General in the Fair Labor Division where she handled criminal and administrative enforcement of labor laws including wage and hour matters.

Ms. Murphy has been and continues to remain actively involved in professional groups where she shares her knowledge of employment laws, and similarly is able to learn from others.  Ms. Murphy speaks regularly for trade associations and groups.

Ms. Murphy obtained a Senior Professional Human Resource (SPHR) certification in 2011. Prior to practicing law, Ms. Murphy practiced as a Certified Public Accountant.  Ms. Murphy graduated *cum laude* from Suffolk University Law School.

**Nan O’Neill** - Ms. O’Neill is a Partner at the firm with 30 years of experience counseling and representing employers in all aspects of traditional labor law and employment. She has extensive experience in labor arbitration and litigation of employment-related disputes, including discrimination, sexual harassment and wrongful termination matters, before state and federal courts and administrative agencies such as the Massachusetts Commission Against Discrimination.

Ms. O’Neill’s experience as a traditional labor lawyer includes negotiating collective bargaining agreements and representing employers in labor arbitrations, unfair labor practice proceedings, and union election and decertification proceedings, with a concentration on acute care hospitals. Ms. O’Neill’s labor arbitration experience in the acute care hospital arena amounts to 50 or more labor arbitrations. In addition to grievance and arbitration proceedings, Ms. O’Neill has advised companies regarding corporate campaigns, strike and contingency planning, bargaining strategies, interpreting collective bargaining agreements and obligations under the National Labor Relations Act.

As an employment lawyer, in addition to the litigation of employment-related disputes, Ms. O’Neill counsels clients on a day-to-day basis on employment compliance issues. She drafts and reviews employment policies tailoring them to industry needs of the particular work place. Additionally, Ms. O’Neill frequently conducts manager training sessions on topical legal issues such as harassment, reasonable accommodation, state and federal family and medical leave laws, and other emerging legal trends. For example, Ms. O’Neill is co-chairing a regional symposium on opioids in the workplace in late February 2019. Ms. O’Neill is often called upon to conduct internal investigations including complaints of harassment, discrimination, and ethical violations.

Ms. O’Neill was previously associated with the Boston law firm of Goodwin, Procter and Hoar and the Chicago law firm of Wildman, Harrold, Allen and Dixon. Ms. O’Neill is a graduate of Boston College and the Georgetown University Law Center, where she served as Articles and Notes Editor of the American Criminal Law Review and received awards for outstanding work in the study of labor law.

**Sarah Spatafore** – Ms. Spatafore is a Partner at the firm.  She practices primarily in the labor and employment area, representing both public and private clients.  Ms. Spatafore also handles education issues.  Ms. Spatafore has represented clients before a number of courts and administrative tribunals at both the state and federal level.  She regularly conducts seminars and training programs on unlawful harassment, preventing discrimination, and a variety of other labor and employment issues.  Ms. Spatafore has completed all the Massachusetts Commission Against Discrimination-certified “Train-the-Trainer” courses.

Ms. Spatafore graduated from Bates College in 2007.  Prior to attending law school, Ms. Spatafore spent a year working on a presidential campaign and then served as a presidential appointee at the National Aeronautics and Space Administration in Washington, D.C.  She received her Juris Doctor, with Honors, from Boston College Law School in 2012. In law school, Ms. Spatafore interned at the Massachusetts Superior Court.  As a law student, Ms. Spatafore was a member of the Jessup International Moot Court team.  The team won the Northeast Super Regional Competition and, in the Jessup Cup International Rounds, Ms. Spatafore individually placed 3rd among several hundred oralists.  She was a co-recipient of the third year best oralist award at Boston College Law School.  Prior to matriculating with the firm, Ms. Spatafore worked for a presidential campaign as a law clerk and was sent to a targeted swing state to serve as the Election Day Operations Director for the general election.