



## Caroline J. Berdzik

### PARTNER

### EXPERIENCE

Caroline J. Berdzik, co-chair of the firm's nationwide **Employment and Labor** practice group and chair of the **Health Care** and **Long-Term Care** groups, devotes her practice to helping businesses, organizations, and management navigate the panoply of employment law issues, from proactive counseling through alternative dispute resolution and trial. She represents companies in diverse industries such as health care, transportation, retail, construction, insurance, and finance, as well as non-profit organizations and educational and religious institutions.

In every matter, Caroline draws upon her previous experience as an in-house counsel to bring a deep understanding of and sensitivity to the daily challenges and cost considerations companies face. Accordingly, in her role as advisor and advocate, she functions as a virtual extension of clients' in-house legal and human resources teams, working in integrated partnership with them to protect the company's best interests and bottom line.

Prior to joining Goldberg Segalla, Caroline was the assistant general counsel for New Jersey's largest privately held long-term-care company. Among her many duties, she successfully managed a diverse litigation portfolio in the areas of professional and general liability, employment, and commercial law. In this role, she supervised legal counsel nationwide, established risk management strategies, and reduced legal spend.

Caroline is a prolific speaker and writer in the areas of employment law, social media, risk management, and legal and operational issues confronting employers and long-term care providers. She has earned numerous honors that recognize the value of her legal services and her dedication to the community, including her recognition as one of the "Best 50 Women in Business" by NJBIZ and her regular appearance among the rankings of top legal practitioners in New Jersey and the New York Metro area. Caroline is also chair of the firm's Women's Initiative.

### EXPERIENCE HIGHLIGHTS

#### Employment Litigation

Caroline brings a proven track record to the defense of self-insured and insured companies in discrimination, harassment, retaliation, family medical leave, whistleblower, and wage/hour actions in federal and state courts, alternative dispute resolution forums, and state and federal administrative agencies.

- Obtained summary judgment in New Jersey state court in sexual harassment case
- Successfully compelled arbitration of an employment discrimination matter for a large company in New Jersey after Section 12.7's enactment
- Successfully defended sexual harassment and related claims against a health care practice through vigorous discovery practice which resulted in the abandonment of the lawsuit by the plaintiff
- Prevailed at a bench trial on an appeal from the New Jersey Division of Wage and Hour Compliance confirming independent contractor status for an insurance sales representative
- Obtaining summary judgment for a national fast food company on claims of national origin discrimination

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📍 Princeton  
Manhattan  
Philadelphia

### PRACTICES

Employment and Labor  
Management and Professional  
Liability  
Opioid Exposures

### INDUSTRIES

Long-Term Care  
Health Care  
Education  
Municipalities and Public  
Entities  
Cannabis and Hemp

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#### Employment Counseling and Internal Investigations

Caroline regularly provides employers with strategic business advice on critical human resources issues that arise out of the employment relationship, from hiring to termination, with an emphasis on preventing future disputes and minimizing risk. Toward this end, she frequently provides practical in-house training on a multitude of human resources topics for employers and insurance companies. She also routinely conducts sensitive workplace investigations and advises businesses in the critical areas of wage and hour compliance and in drafting and enforcing restrictive covenants.

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#### Title III ADA Accessibility

Caroline has significant experience handling Title III ADA accessibility compliance concerns and litigation for financial institutions, shopping centers, transportation companies, medical providers, retailers, and other places of public accommodation.

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#### Health Care and Long-Term Care

Clients and industry insiders frequently call upon Caroline for her intimate knowledge of the health care industry and, in particular, the post-acute care industry. Caroline often defends skilled nursing facilities and related entities in professional liability claims and provides risk management solutions to help avoid or mitigate future claims. Representative matters include:

- Secured dismissal of all claims filed against a skilled nursing facility due to plaintiff's lack of standing
- Obtained dismissal of a lawsuit against a skilled nursing facility for plaintiff failing to provide a timely affidavit of merit
- Secured a favorable early resolution with the assistance of targeted expert review for an assisted living community facing allegations of negligence due to multiple falls of a resident
- Obtained a dismissal of all claims against a predecessor owner of an assisted living facility
- Acts as national coordinating counsel for COVID-19 health care claims for a large insurance carrier
- National COVID-19 legal counsel during the pandemic for a large national senior living provider

#### HONORS & AWARDS

- AV Preeminent Peer-Review Rating (Martindale-Hubbell)
- Joseph R. Olshan Award, 2023 (Federation of Defense & Corporate Counsel)
- *The National Law Journal's* Health Care/Life Sciences Trailblazers, 2021
- *Best Lawyers in America*
  - Health Care Law, 2021-26
  - Litigation – Health Care, 2023-26
  - Insurance Law, 2026
- New Jersey *Super Lawyers*, 2015–25
- Top Women in Law, *New Jersey Law Journal*, 2020
- Albert H. Parnell Outstanding Program Chair Award, DRI, 2020

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- NJBIZ Best 50 Women in Business, 2015
- New York Metro *Super Lawyers*, 2014–16
- New Jersey *Super Lawyers*, *Rising Stars*, 2006–09, 2013
- 40 Under 40, *New Jersey Law Journal*, 2008
- The Trentonian Movers and Shakers Top 20 Under 40, 2005

### BACKGROUND

#### ADMISSIONS

- New Jersey
- New York
- Pennsylvania
- District of Columbia
- U.S. District Court for the District of New Jersey
- U.S. District Courts for the Eastern, Southern, Northern, and Western Districts of New York
- U.S. District Court for the Middle and Eastern Districts of Pennsylvania
- U.S. Courts of Appeals for the Second and Third Circuits
- U.S. Supreme Court

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#### EDUCATION

- Rutgers School of Law, J.D., 1999
- Drew University, B.A., magna cum laude, 1996

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#### PROFESSIONAL AFFILIATIONS

- Federation of Defense and Corporate Counsel (FDCC)
    - Board of Directors
      - Director, 2022-23, 2023-24, 2024-25
    - Projects and Objectives Committee
      - Chair, 2024-25
      - Vice Chair, 2021-23
    - Health Care Section
      - Chair, 2019-21
      - Vice Chair, 2018-19
    - Professional Liability Section
      - Vice Chair, 2018-19
  - Defense Research Institute (DRI)
    - Chair, Nursing Home and Assisted Living Seminar, 2019
    - Vice Chair, Nursing Home and Assisted Living Seminar, 2018
  - Women Presidents' Organization (WPO)
  - Association of Corporate Counsel (ACC) and ACC New Jersey Chapter, Former Member
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## COMMUNITY INVOLVEMENT

- Capitol County Children's Collaborative: Board Member, 2012-21
- East Windsor Zoning Board of Adjustment: Member, 2003-19; Vice Chair, 2015-16
- Penn Medicine/Princeton Health Hospital, Emergency Department Advisory Committee, 2017-18
- Drew University College Alumni Association: Board Member, 2003-06, 2013-17; Class Agent, 2014-17
- Notre Dame High School: Personnel Committee, 2014 to present
- St. Paul School: Administration Committee, 2016-17

## PUBLICATIONS & EVENTS

### PUBLICATIONS

- "3 Lessons From 3rd Circ. Reviving Fire Dept. Beard Battle," *Law360*, June 10, 2025
- "Going Too Far on 'English Only' Invites Trouble for Employers," *Bloomberg Law*, May 2, 2025
- *Employment Contracts and Agreements: A Guide for Corporate Counsel*, Co-Author of "Internship Agreements" Chapter, LexisNexis, 2024 Edition
- "EEOC Continues to Shine Spotlight on Construction Industry," National Association of Surety Bond Producers, September 12, 2024
- Quoted in "New worker classification rule could spark legal battle, experts warn," *McKnight's Long-Term Care News*, January 10, 2024
- Quoted in "Overdose Cure at Work May Bring Liability Risks," *Business Insurance*, December 1, 2023
- Quoted in "Lunch break lawsuit underscores wage, hour and 1099 concerns for nursing homes," *McKnight's Long-Term Care News*, August 25, 2023
- "Common Employment Law Concerns in the Senior Care Industry and Current Trends," *DRI In-House Defense Quarterly*, Spring 2022
- *Goldberg Segalla Attorneys Contribute to FDCC Collection of COVID-19 Stories*, Federation of Defense and Corporate Counsel, May 24, 2021
- Quoted in "Courts Diverge on Contracts That Shorten Time for #MeToo Claims," *Bloomberg Law*, May 6, 2021
- "Caroline J. Berdzik Named to The National Law Journal's Health Care Trailblazers," March 10, 2021
- "Avoiding Common Pitfalls: Wage and Hour Concerns in the Senior Living Industry," Willis Towers Watson Midwest, Inc., December 20, 2020
- "Capitol Insider: Constitutional Challenges to COVID-19 Restrictions Expected to Rise," *Albany Times Union*, September 28, 2020
- Quoted in "Goldberg Segalla Names Berdzik First Woman to Firm-Wide Management Committee," *NJBIZ*, September 22, 2020
- Quoted in "Following Founder's Leave of Absence, Goldberg Segalla Elects New Management Member," *New York Law Journal*, September 22, 2020
- "Preparing Policies, Internal Comms for Public Health Crises," (Co-Author), *Law360*, March 11, 2020
- "Employer Concerns with Employee Substance Abuse and Drug Use: A Q&A with Caroline J. Berdzik of Goldberg Segalla," *The National Law Review*, November 7, 2019
- "Q&A: Caroline J. Berdzik Appointed Chair of the FDCC Health Care Section," August 21, 2019
- Mentioned in "Policies, Investigations Can Help Mitigate Sexual Abuse Claims,"

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Business Insurance, March 13, 2019

- Quoted in “Use of Panel Counsel to Limit Legal Expenses Can Cost EPL Carriers,” *Insurance Day*, September 20, 2018
- “Analyzing Long-Term Care Litigation Emerging Trends and Proactive Defense Tactics” (Co-Author), *CLM*, September 7, 2018
- Quoted in “Employment Liability Carriers Move to Tighten Terms After #MeToo,” *Insurance Day*, August 21, 2018
- Quoted in “NJ Justices’ Public Policy View Expands 3rd-Party Liability,” *Law360*, December 18, 2017
- Quoted in “Irma Could Trigger Uptick in Nursing Home Claims,” *Law360*, October 4, 2017
- “Tracking Employees With GPS Could Be Privacy Violation,” *Bus and Motorcoach News*, September 28, 2017
- “Beware: ADA Website Accessibility Lawsuits on the Rise,” *Bus and Motorcoach News*, August 10, 2017
- “Dealing with Employee Requests for ADA Accommodations,” *Bus and Motorcoach News*, July 15, 2017
- “Bans on Applicant Salary History Gaining Across U.S.,” *Bus & Motorcoach News*, May 23, 2017
- “More and More States Are Targeting Payroll Debit Cards,” *Law360*, January 23, 2017
- “CMS Cracks Down on Nursing Home Social Media Abuse,” *Law360*, August 24, 2016
- Quoted in “Attorneys React to EEOC’s Equal Pay Data Reporting Proposal,” *Law360*, January 29, 2016
- “Best Practices for Avoiding Claims in the Employee Lifecycle, From Hiring Through Termination, Part 3: Termination Without Litigation” (Co-Author), *Inside Counsel*, December 4, 2015
- “Best Practices for Avoiding Claims in the Employee Life Cycle, From Hiring Through Termination, Part 2: If It’s Not in Writing, It Didn’t Happen” (Co-Author), *Inside Counsel*, November 2, 2015
- “Best Practices for Avoiding Claims in the Employee Life Cycle, From Hiring Through Termination, Part 1: Hiring and Onboarding” (Co-Author), *Inside Counsel*, September 22, 2015
- “Acuity Level Creep in Assisted Living,” *DRI For the Defense*, August 2015
- Quoted in “Job Seeker? Or Undercover City Employee?” *Crain’s New York Business*, May 20, 2015
- Quoted in “Criminal Background Checks Create Dilemma for Employers,” *Business Insurance*, March 15, 2015
- Editor, Chapter 8, “Labor, Employment, and OSHA Issues,” and Chapter 11, “Assisted Living Communities and Continuing Care Retirement Communities,” *Post-Acute Care Handbook: Regulatory, Risk, and Compliance Issues*, American Health Lawyers Association, 2015
- Quoted in “U.S. Regulators Increase Scrutiny of Severance Pacts,” *The Wall Street Journal*, November 5, 2014
- “Important Considerations of Social Media Use for Long-Term Care Providers,” *Defense Research Institute Medlaw Update*, October 16, 2014
- Quoted in “Self-funded Plans and TPAs Affected by Top Court’s Hobby Lobby Ruling,” *Thompson Information Services Smart HR Manager/HR Compliance Expert*, July 2014
- “Reduce E&O With EPL” (Co-Author), *National Underwriter Property & Casualty*, June 2014
- Quoted in “Making Centers Lawsuit-Proof,” *Shopping Centers Today*, April 2014
- “Pa. Levels Playing Field For Health Provider Compliance,” *Law360*, March 24, 2014
- Quoted in “Lehigh Valley, Northwest New Jersey Businesses Targeted by Flurry of

# GOLDBERGSEGALLA

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*Discrimination Lawsuits*,” *Express-Times*, March 10, 2014

- Quoted in “Are Nursing Homes’ High-Need Residents at High Risk?” *The Columbus Dispatch*, January 26, 2014
- Featured in “Female Powerbrokers Q&A: Goldberg Segalla’s Caroline Berdzik,” *Law360*, January 23, 2014
- “Danger From Within? Sex Offenders in Long-Term Care Facilities” (Co-Author), *For the Defense*, Defense Research Institute, August 2013
- Quoted in “Panasonic Suit Offers Cautionary Tale for Succession Planning,” *NJ Biz*, July 29, 2013
- Quoted in “Bullying Can Affect Elderly, Too,” *News Transcript*, July 10, 2013
- “The Challenges of Hiring or Housing Registered Sex Offenders,” *Long-Term Living*, June 14, 2013
- “Piercing the Corporate Veil: Strategies to Reduce Corporate Negligence Claims in LTC Lawsuits,” *Long-Term Living*, November 16, 2012
- Quoted in “What President Obama’s Re-Election Means for the Future of Long-Term Care,” *Long-Term Living*, November 7, 2012
- Co-Author, chapter of *Employment Litigation in New Jersey* (Matthew Bender), 2005

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## PRESENTATIONS

- “Anticipated Developments in EPL in 2025,” Client Presentation, July 17, 2025
- “How to Handle the Tough Situations?” The Federation of Defense & Corporate Counsel Symposium, Philadelphia, PA, October 24, 2023
- “Striking All the Right Chords: Successfully Navigating Emerging Employment Law Risks,” 2022 Guardian Foundation Management Conference, Nashville, TN, August 23-26, 2022
- “The Great Resignation—Is Your Firm Ready?” Moderator, FDCC Winter Meeting, Palm Desert, CA, March 9, 2022
- “Back to Basics: Common Employment Law Concerns in the Senior Care Industry and Current Trends,” DRI Senior Living and Long Term Care Litigation Seminar, Las Vegas, NV, September 23-24, 2021
- “COVID-19: The End of the Pandemic is Just the Beginning,” (Panelist for Plenary Program), FDCC Annual Meeting, The Greenbrier, Sulphur Springs, WV, August 5, 2021
- “COVID 19: So We are Open and Back to Work, Now What?,” (Panelist for Healthcare Section Program), FDCC Annual Meeting, The Greenbrier, Sulphur Springs, WV, August 3, 2021
- “Legal Ethics: Conducting a COVID-19 Investigation—Ethical and Practical Considerations,” (Co-Presenter), American Health Law Association: 2021 Long Term Care and the Law Conference, March 2, 2021
- “Anticipating the Role of COVID-19 Testing and Potential Vaccine Development in COVID-19 LTC Litigation” (Co-Presenter), National Forum on COVID-19 Liability for Long-Term Care and Senior Care Providers Virtual Conference, American Conference Institute, February 2, 2021
- “#MeToo – Moving Beyond the Hashtag and Enlisting Men to Become Ambassadors for Change” (Panelist), Women in Law Summit Series Driving Diversity in Law & Leadership Virtual Conference, December 2, 2020
- “COVID-19 Liability for Long-Term Care and Senior Care Providers,” Co-Chair and Presenter, ACI Virtual Conference, August 18, 2020
- “The Perils and Pitfalls of EMRs: From Records Requests to Litigation,” Moderator, FDCC Winter Meeting, Scottsdale, Arizona, March 5, 2020
- “The Ties that Bind: Enforcing Restrictive Covenants With Your Employees,” Memphis



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Bar Association In-House CLE, Memphis, TN, November 14, 2019

- “Sex, Drugs & The Workplace: The Treacherous EPL Landscape Presented in the Aftermath of the #MeToo Movement, a Newly “Woke” Body Public, and the Increasing Use of Medical and Recreational Marijuana at Work,” Co-Presenter, PLDF Annual Meeting, Chicago, IL, September 25, 2019
- “Oil and Vinegar—Does Private Equity and Healthcare Delivery Make a Good Mix,” FDCC Annual Meeting: Part I – Private Equity Healthcare Transactions, Sun Valley, Idaho, August 1, 2019
- “Oil and Vinegar—Does Private Equity and Healthcare Delivery Make a Good Mix,” FDCC Annual Meeting: Part II – Private Equity Healthcare Transactions, Sun Valley, Idaho, August 2, 2019
- “Stay Tuned with Goldberg Segalla,” New York City Association of Insurance Women CE/CLE, New York, NY, June 12, 2019
- “Navigating Employment Laws in the Gig Economy to Avoid a Lawsuit,” RIMS Annual Conference and Exhibition, Boston, MA, May 1, 2019
- “Sexual Assault in Senior Housing Communities: The Regulatory, Legal, and Risk Management Issues Facing Providers and Their Insurers,” Crittenden Medical Insurance Conference, Miami, FL, April 2, 2019
- “#NotYouToo: What Employers Need to Know to Avoid Liability in the #MeToo Era,” FDCC Winter Meeting, Austin TX, March 25, 2019
- Moderator, “Sexual Abuse in the Healthcare Environment,” PLUS Healthcare and Medical PL Symposium, Chicago, IL, March 12-13, 2019
- “Should They Stay or Should They Go? Best Practices for Compliance with Admission, Transfer, and Discharge Rights for Long Term Care Facilities,” Long Term Care and the Law Conference, Phoenix, AZ, February 28, 2019
- “U.S. Risks Challenging the London Market: The Opioid Epidemic, #MeToo, and Our Expectations for 2019” (Co-Presenter), London Seminar, London, UK, October 29, 2018
- “Hot Button Nursing Home Liability Issues and Best Practices for Minimizing Risks and Costs” (Co-Presenter), Ironshore CE/CLE Lunch and Learn, Hartford, CT, October 9, 2018
- “The Opioid Crisis and the Blame Game” (Co-Presenter), FDCC Annual Meeting, Maui, Hawaii, July 29 to August 4, 2018
- “Active Shooter/Workplace Violence Insurance Programs and Consumers Buyer’s Guide” (Panelist), Crittenden Medical Insurance Conference, San Diego, CA, April 10, 2018
- “Corporate Culture and Employer Best Practices in the Age of the #MeToo Movement,” Webinar, March 5, 2018
- “Sexual Assault in the Long-Term Care Setting,” AHLA Long-Term Care and the Law Conference, New Orleans, LA, February 28, 2018
- “Enlightening Jurors about the Realities of Infectious Disease Outbreaks in LTC Facilities,” 8th Annual Forum on Long Term Care Litigation and Risk Management Strategies, American Conference Institute, Miami, FL, January 18, 2018
- “Spark Session: Workplace Violence in the Health Care Setting,” Professional Liability Underwriting Society (PLUS) Conference, Atlanta, GA, November 1-3, 2017
- “The New LTC Regulations: What Does the First Major Overall of OBRA Regulations in 25 Years Mean for the Industry and Litigation in the Area,” FDCC Annual Meeting, Montreux, Switzerland, July 25-29 2017
- “Guns in the Parking Lots and Employees Smoking Weed: What Employers Need to Know in the New Frontier of Workplace Safety,” FDCC Annual Meeting, Montreux, Switzerland, July 25-29, 2017
- Chair and Presenter, “Violence from Within: Managing Risks Associated with Resident on Resident Interactions,” Inaugural Long Term Care Insurance ExecuSummit, Mohegan Sun, Uncasville, CT, June 27-28, 2017

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- “Workplace Privacy (HIPAA, GINA, etc.),” National Business Institute – New Jersey Employment Law, Atlantic City, NJ, April 11, 2017
- “Workplace Privacy (HIPAA, GINA, etc.),” National Business Institute – New Jersey Employment Law, Cherry Hill, NJ, April 6, 2017
- “Best Practices in Record Retrieval,” Crittenden Medical Insurance Conference, Miami, FL, April 4, 2017
- “Employers, ‘You Can’t Have Any Pudding if You Don’t Eat Your Alphabet Soup!’ The Regulatory Agencies Are Filling Your Plate With Rules to Digest,” Federation of Defense and Corporate Counsel, Charleston, SC, March 8, 2017
- “Operations: How Will Proposed New FLSA Overtime Rule Impact You and Your Business?” United Motorcoach Expo, St. Louis, MO, February 28, 2017
- “Best Practices for Preventing Violence in the Post-Acute Workplace from Internal and External Sources,” Long Term Care and the Law, American Health Lawyers Association, San Diego, CA, February 24, 2017
- “Title III ADA Actions in Commercial Real Estate,” XTreme CLE, Mercer County Bar Association, West Windsor, NJ, November 15, 2016
- “Taking the ‘Risky’ Out of the Aging Services Business: Building Blocks for a Comprehensive Risk Management Program,” DRI Nursing Home/ALF Litigation Seminar, Scottsdale, AZ, September 8-9, 2016
- “Agency Alphabet Soup and the LTC Workforce — Maintaining Compliance With Emerging EEOC, OSHA, and DOL Enforcement Initiatives,” American Health Lawyers Association Long Term Care and the Law Conference, New Orleans, February 22-24, 2016
- “Social Media and Modern Technology: The Power to Build or Destroy All at Your Fingertips,” ACI 6th Annual Forum on Long Term Care Litigation and Risk Management Strategies, Miami, FL, January 20-22, 2016
- “The Changing Landscape in Nursing Home Litigation,” NJICLE, New Brunswick, NJ, December 9, 2015
- “Regulatory Enforcement Priorities: IRS/Treasury, DOL, EEOC and PBGC Developments,” ACI Minimizing Legal Risks in the Design, Implementation, and Administration of Employee Benefits Plans, New York, NY, November 17-18, 2015
- “Affordable Care Act,” EPLI ExecuSummit, April 15, 2015
- “Workers’ Compensation and Employment Law,” 2015 ABA Workers’ Compensation Midwinter Seminar and Conference, Naples, FL, March 19-21, 2015
- “The Bermuda Triangle of the ADA, FMLA and Workers Compensation in the EPLI Realm: Coverage Complexities, ‘Hot Button’ Accommodation Issues, and Solutions for Minimizing Exposure to Disability Discrimination/FMLA Claims,” 22nd National Conference on Employment Practices Liability Insurance, New York, NY, March 2-3, 2015
- “Best Practices for Managing Acuity Creep in Assisted Living,” 2015 AHLA LTC Conference, New Orleans, LA, February 24, 2015
- “Labor and Employment Litigation: Are You On a Level Playing Field or Fighting an Uphill Battle?” Consero Corporate Litigation Forum, Miami, FL, October 5-7, 2014
- “Tactics for Moving EPL Litigation to Early Resolution,” Ninth Annual National Employment Practices Liability Insurance ExecuSummit, Mohegan Sun Resort, CT, September 30-October 1, 2014
- “Navigating the Murky Waters: Ethically Managing Social Media for Long-Term Care Providers,” Defense Research Institute Nursing Home/ALF Litigation Seminar, Chicago, IL, September 19, 2014
- “FMLA and ADA Interaction/Increased Claims and Continued Guidance on the Amended Americans With Disabilities Act and its Impact in the EPLI Realm: The Definition of a Disability, What Constitutes a ‘Reasonable Accommodation’ and Minimizing Exposure to Disability Discrimination Claims” (Co-Presenter), 21st



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National Conference on Employment Practices Liability Insurance, Chicago, IL, June 23, 2014

- Moderator/Presenter, "Workplace Investigations in New Jersey," Presented by Lorman Education Services, Mount Laurel, NJ, February 28, 2014
- "Proper Social Media Conduct/Social Media Policies," NBI Seminar: Ethics and Social Media — What Attorneys Need to Know, Toms River, NJ, December 19, 2013
- "Strategies for Navigating the Murky Social Media Waters," WESFACCA Annual Ethics CLE, New Castle, NY, October 24, 2013
- Faculty, "Keeping an Eye on the Moving Pieces: The Evolving Landscape of Employment Litigation," 2013 Corporate Litigation Forum, Houston, TX, October 6–8, 2013
- Panelist, "Ethical Issues in Attorney Fee-Shifting: A Panel Discussion," presented by the New Jersey Lawsuit Reform Alliance and the New Jersey Business & Industry Association's Legal Affairs Committee, Trenton, NJ, July 26, 2013
- "Overview of Relevant Labor and Employment Regulations," American Conference Institute — Long Term Care Regulatory Boot Camp, Chicago, IL, July 23–24, 2013
- "Providing Resident Centered Care While Avoiding Risks and Liability in Assisted Living," American Health Lawyers Association – Long Term Care and Health Law, Austin, TX, February 25-27, 2013
- "Third Annual Forum on Preventing and Defending Long Term Care Litigation," American Conference Institute, Miami, FL, January 23-24, 2013
- "Avoiding Employment Litigation in a Heightened Regulatory Environment," Consero Corporate Litigation Forum, San Antonio, TX, November 11-13, 2012
- "Long Term Care and ALF Litigation, Piercing the Corporate Veil," Defense Research Institute, Las Vegas, NV, September 20-21, 2012
- "Overview of Relevant Labor and Employment Regulations," American Conference Institute Long Term Care Regulatory Bootcamp, Chicago, IL, July 25-27, 2012
- "Minimizing Risk and Maximizing Use of Social Media in the Long Term Care Industry," American Health Lawyers Association, Long Term Care Conference, Arizona Biltmore, Phoenix, AZ, February 27-29, 2012
- "In House Think Tank Session II: Proactively Preventing Costly Litigation and Strengthening the Provider Defense," American Conference Institute – Preventing and Defending Long Term Care Litigation, Miami, FL, January 31-February 1, 2012,
- "Tipping the Scales in Your Favor," The Conference 2012 – Basics for the Future: Care One and Health Bridge, Risk Management, East Rutherford, NJ, December 6-8, 2011
- Ford and Harrison Employment Law Seminar – Ethics Presentation, New Jersey, December 1, 2011
- "Wage and Hour Issues," McCarter and English Employment Law Conference, Newark, NJ, November 16, 2011
- "Social Media – Streamlining Relationships with Outside Counsel," Magna Legal Services, Atlantic City, NJ, November 9-10, 2011
- "We Have Issues – Streamlining Relationships with Outside Counsel," Magna Legal Services, Naples FL, May 18-19, 2011
- "Eliminating and Minimizing Exposure Pre Litigation," American Conference Institute – Preventing and Defending Long Term Care Litigation, Miami, FL, April 4-5, 2011
- "The Law Department and Compliance Function After Health Care Reform: Best Practices for Long Term Care Providers," American Health Lawyers Association, Long Term Care Conference, San Diego, CA, February 21-23, 2011
- "Pillar of Excellence: People," The Conference – Care One and Health Bridge, East Rutherford, NJ, January 18-19, 2011
- "Control Yourself: The Importance of Workplace Hotlines in Identifying and Addressing Fraud in the Workplace," NJICLE 2010 Corporate Counsel Institute, Fighting Fraud, New Brunswick, NJ, January 27, 2010

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- “Update on Legal Issues Affecting Nursing Homes,” Society of Licensed Nursing Home Administrators, Union County, NJ, May 21, 2009
  - “Navigating the Bermuda Triangle of Recent Labor and Employment Issues,” New Jersey Association of Homes and Services for the Aging, Union County, NJ, January 13, 2009, and February 26, 2009
  - “Preventing, Investigating and Successfully Defending Against ‘Whistleblowing’ Claims by Healthcare Employees,” Charting Our Course, New Jersey Association of Homes and Services for the Aging, Atlantic City, NJ, May 28, 2008
  - “Cancer in the Workplace,” American Cancer Society-Mercer Unit Board of Managers, Hamilton, NewNJ, September 26, 2007
  - “What Every Law Firm Administrator (and Attorney) Should Know About New Jersey Employment Law,” XTreme CLE, East Windsor, NJ, November 2006
  - “Employee Handbooks: Creating the User Friendly Guide to Improving Your Employee Relations,” Local Association of Legal Administrators, Princeton, NJ, May 10, 2006
  - “Family Medical Leave: Advanced Eligibility Issues and Recent Legislative Developments,” Greater Princeton Human Resources Association, Princeton, NJ, March 16, 2006
  - “Advanced FMLA in New Jersey,” Lorman Education Services, East Brunswick, NJ, January 19, 2006
  - “Ten Issues Facing The Human Resources Professional in the Electronic Age,” Lorman Education Services, New Brunswick, NJ, February 17, 2005
  - “Fair Labor Standards Act in New Jersey,” Lorman Education Services, New Brunswick, NJ, November 4, 2004
  - “Harassment in the Workplace – It’s Not Just About Sex,” Princeton Regional Chamber of Commerce, The Nassau Club, Princeton, NJ, October 20, 2004
  - “Employment Law from A to Z,” Lorman Education Services, Princeton, NJ, July 15, 2004
  - “The New Domestic Partnership Act,” New Jersey Institute of Continuing Legal Education, New Jersey Law Center, New Brunswick, NJ, June 21, 2004
  - “Internal Investigations of Employment Issues in New Jersey,” Lorman Education Services, New Brunswick, New Jersey, June 17, 2003, East Brunswick, NJ, June 10, 2004
  - “Untying the Knot: Employee Illness, Disability, Family Leave and Workplace Injuries,” NJ CAR Annual Meeting and Business Expo 2003, East Brunswick, NJ, October 14, 2003
  - “ERISA, COBRA & HIPAA: An Overview of the Statutory and Regulatory Framework,” Lorman Education Services, New Brunswick, NJ, September 30, 2003
  - “When an Employee is Affected by Cancer,” American Cancer Society, North Brunswick, NJ, September 18, 2003
  - “Internal Investigations of Employment Issues in New Jersey,” Lorman Education Services, New Brunswick, NJ, June 17, 2003
  - “Human Resource Audits in New Jersey,” Lorman Education Services, Somerset, NJ, May 13, 2003
  - “Family Medical Leave Act in New Jersey,” Lorman Education Services, New Brunswick and Parsippany, NJ, April 8, 2003
  - “State and Federal Personnel Laws in New Jersey,” Lorman Education Services, New Brunswick, NJ, March 20-21, 2003
  - “Common Misconceptions in HR,” Lorman Education Services, New Brunswick, NJ, January 30, 2003
  - “Family Medical Leave Act in New Jersey,” Lorman Education Services, New Brunswick and Parsippany, NJ, November 12, 2002
  - “Strategies For Effective Employee Recordkeeping In New Jersey,” Lorman Education Services, Princeton, NJ, August 8, 2002
  - “Employment Issues in New Jersey,” New Jersey Manufactured Housing Association Annual Convention, Atlantic City, NJ, November 2001
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#### WEBINARS

- “Employee Retention,” Federation of Defense & Corporate Counsel (FDCC), April 4, 2024
- “Emerging Trends and Refining Defense Strategies in Allied Health,” (Co-Presenter), Coverys Raising the Defense Bar Webinar, March 30, 2022
- “Danger from Within: Sex Abuse and Assault in Long Term Care Facilities,” FDCC Webinar, May 19, 2021
- “Emerging Employment Law Issues and Critical Defenses for Religious and Not-for-Profit Institutions,” (Co-Presenter), GS Webinar Series, June 24, 2021
- “Post-Pandemic Employment Considerations: How to Avoid and Defend Claims From Layoffs and Recalls,” (Co-Presenter), April 28, 2021
- “The Ties that Bind: Enforcing Restrictive Covenants with Your Employees” (Co-Presenter), GS Webinar Series, August 26, 2020
- “Emerging Employment Issues for Health Care Institutions” (Co-Presenter), GS Webinar Series, July 23, 2020
- “The Evolving COVID-19 Landscape in Long-Term Care Facilities” (Co-Presenter), GS Webinar Series, June 1, 2020
- “Here Comes the Sun: Preparing for Employees Returning to Work” (Co-Presenter), GS Webinar Series, May 5, 2020
- “COVID-19 and the Impact on Long-Term Care Facilities” (Co-Presenter), GS Webinar Series, April 10, 2020
- “ADA Webinar Series: The Evolving Landscape of Assistance Animals Under the ADA and FHA” (Co-Presenter) Employment and Labor Webinar, July 19, 2018
- “Ethics in Employment Law — ‘Hot Button’ Issues” (Co-Presenter), Lawline CLE Webinar, September 18, 2017

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#### PODCASTS

- “How Busy Lawyers Manage Extra Activities,” FedSpeaks Podcast, The Federation of Defense & Corporate Counsel, April 23, 2025
- “Senior Living & LTC: Understanding the evolving employment legal landscape,” Marsh.com, March 27, 2024
- “FDCC Speaks with Howard Merten, Caroline Berdzik, Jody Briandi, and Frank Ramos,” FedSpeaks Podcast, The Federation of Defense & Corporate Counsel, June 13, 2022
- “How FDCC Members Are Getting It Done with Valerie Kellner & Caroline Berdzik,” FedSpeaks Podcast, The Federation of Defense & Corporate Counsel, March 2, 2022
- “What it Takes to Build a Book of Business Not Once, But Twice,” The Lawyer’s Edge, December 1, 2020
- “Understanding the Workplace: Identifying and Avoiding Common Labor and Employment Issues in Senior Living,” *Risk Conversations: A Senior Living Podcast*, November 19, 2020
- Contributor, “#MeToo and Harassment Litigation,” *Timely Notice*, June 5, 2018