

Proven ability to adapt to new subject matters quickly and coordinate policy decisions at the highest levels. Skilled at creating consensus among competing stakeholders and directing successful implementation and compliance. Comfortable working in highly technical or legal subject matters. Strong commitment to public sector. Presented at over 200 domestic and foreign conferences on various legal and technical subjects.

PROFESSIONAL BACKGROUND

2020 – Present CONVERGE ACCESSIBILITY LLC

Principal

- Use legal skills to help clients appreciate risk and create effective accessibility solutions with minimal pushback.
- Work with clients to develop sound accessibility policies and practices to conform with various Federal and state laws.

2008 – 2020 APPGATE INC.

Director, Accessibility Consulting Practice

- Subject-matter expert for NASA in Section 504 compliance reviews for over six years.

2004 – 2008 BAYFIRST SOLUTIONS LLC

Director, Disability Initiatives and Government Compliance

- Created entirely new business area with seven direct reports (three located remotely) worth over \$2.1 million annually.
- Testified before House Subcommittee on Telecommunications and the Internet on *21st Century Communication and Video Accessibility Act* and helped shape two key provisions in the final law.

1992 – 2004 UNITED STATES DEPARTMENT OF JUSTICE, Washington, DC

Senior Trial Attorney and Attorney Advisor, Disability Rights Section

Department of Justice Awards: Attorney General's Award for Excellence in Information Technology (2000)

Civil Rights Division Awards: Special Achievement Award (1997), Special Commendation Award (1999), Meritorious Award (2001)

- Helped lead the Federal government's interagency Section 508 Working Group. Represented the Department of Justice in all Section 508 rulemaking. Coordinated with Office of Management and Budget (OMB) and over 80 Federal agencies to comply with and develop best practices for Section 508 implementation.
- Volunteered for the Department's Police Misconduct Task Force and was part of a nimble three-attorney team that quickly developed and negotiated the nation's first consent decree under 42 U.S.C. § 14141 against the Pittsburgh Bureau of Police.
- Coordinated with other federal agencies on electronic government (E-Gov) and electronic voting initiatives.
- Developed valuable technical assistance for the Department of Justice under the Americans with Disabilities Act.
- Co-authored reports for the Attorney General to the President and Congress on the accessibility of federal government electronic and information technology.
- Managed a caseload of over 100 ADA investigations.
- Presented oral arguments in numerous amicus curiae cases of first impression.

1991 – 1992 GILBERT, SEGALL & YOUNG, New York, NY

Associate, Litigation Department

1988 – 1991 UNITED STATES SECURITIES AND EXCHANGE COMMISSION, Washington, DC

Staff Attorney, Division of Enforcement

CERTIFICATIONS, BAR MEMBERSHIPS, TECHNICAL SKILLS, AND OTHER INFORMATION

- Certified Information Privacy Professional (CIPP/US) (International Association of Privacy Professionals, 2013)
- Sun Certified Programmer for the Java 2 Platform (2001), with working knowledge of Java, JavaScript, SQL, and HTML.
- Bar Memberships: Washington, New York, and District of Columbia
- Former Board Member, International Association of Accessibility Professionals (IAAP)

EDUCATION

UNIVERSITY OF PENNSYLVANIA LAW SCHOOL, Juris Doctor, 1988

Honors: Articles Editor, *University of Pennsylvania Journal of International Business Law*

Publications: *The SEC and Foreign Blocking Statutes: Need for a Balanced Approach* (1987)

JOHNS HOPKINS UNIVERSITY, Bachelors of Art in Mathematics, 1984