

Meet the Speakers

for the December 6, 2024 Program

Listed in Order of Presentation

Helen Lizzie Mills, Attorney, Fahey Schultz Burzych Rhodes, PLC **9:15 AM – The Michigan Earned Sick Time Act**



Helen “Lizzie” Mills brings extensive experience advising public sector clients on challenges ranging from policy development to regulatory compliance, employment matters, and collective bargaining agreement administration and negotiations. Recognized by *Best Lawyers* and *Super Lawyers*, Lizzie’s dedication and leadership have earned her a reputation as a trusted expert in the field. Her ability to anticipate and navigate within evolving legislative developments, like the Earned Sick Time Act, allows her to provide proactive, expert guidance to help clients navigate new laws before they take effect. Lizzie’s exceptional advocacy, strategic insight, and attention to detail make her an indispensable partner and a sought-after speaker at industry conferences where she shares practical strategies to help employers confidently address the many complex labor and employment law challenges before them.

Shereef Akeel, Attorney, Akeel & Valentine, PLC **10:45 AM – Common Pitfalls by Employers: A Plaintiff Lawyer Perspective**



Akeel has been recognized as a Top 100 Plaintiff Trial Lawyer by the American Trial Lawyers Association (ATLA), a Lawyer of the Year by the Michigan Lawyers Weekly, and a Super lawyer for 18 consecutive years in areas of civil rights, in addition to being nationally recognized by US News & World News Report as a Tier One Civil Rights lawyer. Akeel was also recently recognized as Forbes Top 200 Lawyers in America for 2024. <https://www.forbes.com/profile/shereef-akeel/>

Akeel has been involved in several high-profile age and race employment class action discrimination cases. Akeel has managed to obtain million-dollar verdicts and settlements for his clients both in federal and state courts for employment cases, including one of the largest million-dollar employment verdicts against a public employer. Akeel has also, taken his work internationally in filing human rights class action lawsuits against corporate profiteers like Blackwater on behalf of victims, who were tortured in Abu Gharib, and elsewhere. Akeel has managed to obtain settlements and justice for many victims through litigation, and the art of mediation.

Akeel obtained his Bachelors Degree from the University of Michigan, graduated from Detroit College of Law in 1996 (which merged with Michigan State University). Akeel, also, has a CPA, and a Masters in Business Administration from Wayne State University. Currently, Akeel specializes in employment law, civil rights, and personal injury.

Anthony Kaylin, Vice President, American Society of Employers and **Dan Kuang, Ph.D., Director, Resolution Economics, LLC** **1:30 PM – Artificial Intelligence: Practical Considerations for Compliance and Implementation**



Anthony Kaylin is a Vice President at ASE and has been with the company over 15 years. Anthony chairs the Michigan Industry Liaison Group and represents the Midwest Region for the National Industry Group as well as being its current Chair.

Before joining ASE, Kaylin worked for the U.S. Office of Federal Contract Compliance Programs (OFCCP) as a compliance officer; as an affirmative action specialist for Tellabs, a telecommunications manufacturer in Illinois, as employee relations manager and EEO officer for NYU Langone Medical Center, and as EO Program Manager for IBM. In each assignment he served in various HR roles, progressively taking on additional responsibilities in each one.

He earned a B.A. and M.B.A. from the University of Michigan and J.D. from Southern Methodist University. He is licensed to practice law in Texas and Illinois. He is a Returned Peace Corps Small Business Volunteer – Mongolia.



Dan (dk) Kuang, Ph.D., is a Director at Resolution Economics, LLC, where he specializes in investigating workplace discrimination (e.g., hiring/selection, compensation, promotion, termination, algorithm bias) in both litigation and proactive situations. Dr. Kuang's experience in litigation support ranges from single plaintiff arbitration to complex federal class action matters. He has served as a defense consultant and expert against federal and state enforcement agencies and private plaintiffs. Dr. Kuang is an expert in applied statistics, quantitative methods, and I/O psychology in the personnel, EEO diversity, and equity context. As an expert in pay equity, he has served on the California Equal Pay Taskforce and testified before the U.S. Commission on Civil Rights.