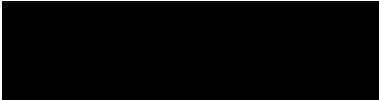


ROSEMARY FOX



2020-2026	Member of the Wauwatosa Board of Review.
2006-2019	Director (Acting 2006-2010) of the Milwaukee Area Office of the U.S. Equal Employment Opportunity Commission. Duties included supervising the enforcement of the anti-discrimination in employment statutes—Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act, the Americans with Disabilities Act, as amended, the Equal Pay Act and the Genetic Information Non-Discrimination Act. In addition, I managed the Enforcement Personnel, including support staff, and coordinated with District and Headquarters staff on facilities management, various special programs, outreach and all aspects of performance management. I also assisted in coordinating between the Legal Unit and the Enforcement Unit on developing charges of discrimination for litigation consideration. I supervised the State & Local Coordinator, two Enforcement Supervisors, an Administrative Officer, a Program Analyst who was responsible for outreach and training, and the Budget Analyst. I also participated in outreach and was responsible for ensuring the Office was complying with the Freedom of Information Act (FOIA).
1999-2006	Supervisory Trial Attorney, Milwaukee District Office of the U.S. Equal Employment Opportunity Commission. As Supervisory Trial Attorney in the Milwaukee Office, I evaluated and supervised between 4-7 trial attorneys, 2 paralegals and 1-3 legal technicians in enforcing Title VII, the Age Discrimination in Employment Act, the Americans with Disabilities Act and the Equal Pay Act. I supervised and assisted a diverse group of attorneys in drafting and editing cause reviews, subpoenas, responses to petitions to revoke subpoenas, Freedom of Information Act (FOIA) responses, presentation memoranda and all written work on enforcement charge files. I monitored the timely completion of assignments to ensure positive legal/enforcement interaction. I also reviewed charges, drafted subpoenas, cause reviews and all other documents associated with charge files. I worked with Enforcement to discover any trends in discrimination in various industries and to develop systemic cases, as lead attorney or assisting other attorneys. In addition, I supervised and assisted attorneys in drafting pleadings, briefs and other documents for filing in U.S. District Court. In addition to reviewing and editing attorneys work, I drafted pleadings, briefs and other documents for filing in District Court. I attended mediations and assisted the attorneys in negotiating settlements. I also monitored the attorneys' assignments to ensure timely filing to protect the Commission's and the Charging Party's interests. I supervised support staff to ensure internal and external customer service, particularly in responses to FOIA requests and managing class members in systemic cases. I assisted the Regional Attorney in meeting the General Counsel's goals under the National Enforcement Plan, including planning strategies to reach the goals; making staffing decisions; developing case and settlement strategy; hiring attorneys; planning litigation goals; making litigation decisions and assisting in planning and tracking budget items.

I also was responsible for managing and ensuring compliance with FOIA, including fielding complaints and ensuring timely responses; attending onsite investigations; assisting the State & Local Unit in substantial weight reviews; and assisting the Hearings Unit in writing decisions. I was the Acting Regional Attorney in 2000 (6-7 months). During that time I recommended litigation, planned litigation strategy; wrote notices of intent to file litigation; filed presentation memoranda; attended mediations; fulfilled budget obligations; and managed the Legal Unit.

I participated in outreach to various stakeholder/constituent organizations, including HR management groups, civic groups, employee groups and Bar groups. I also planned and participated in training for Enforcement staff. I participated in the activities of the Labor and employment Relations Association, the Wisconsin Employment Lawyers Association and served on State Bar Committees, including the Participation of Women in the Bar and the Diversity Committees.

1995-1999

Supervisory Trial Attorney, Charlotte District Office U.S. Equal Employment Opportunity Commission. I supervised and evaluated between 3-5, attorneys, 1-2 paralegals and 1-2 legal technicians in the performance of their duties enforcing Title VII, the Age Discrimination in Employment Act, the Americans with Disabilities Act and the Equal Pay Act.

I supervised and assisted a diverse group of attorneys in drafting, editing and preparing cause reviews, subpoenas, responses to petitions to revoke subpoenas, Freedom of Information Act (FOIA) responses, presentation memoranda and all written work on enforcement charge files. I monitored the timely completion of assignments to ensure positive legal/enforcement interaction.

In addition, I supervised and assisted attorneys in drafting pleadings, briefs and other documents for filing in U.S. District Court under the statutes EEOC enforces. In addition to reviewing and editing attorneys work, I myself drafted pleadings, briefs and other documents for filing in District Court. I attended mediations and assisted the attorneys in negotiating settlements. I also monitored the attorneys' assignments to ensure timely filing to protect EEOC's and the Charging Party's interests. I supervised support staff to ensure internal and external customer service, particularly where it concerned responses to FOIA requests and managing class members in systemic cases.

I also personally advised an enforcement team, reviewed charges, drafted subpoenas, case reviews and all other documents associated with charge files. I worked with Enforcement to discover any trends in discrimination in various industries and to develop systemic cases, as lead attorney or assisting other attorneys.

I assisted the Regional Attorney in meeting the General Counsel's goals under the National Enforcement Plan, including planning strategies to reach the goals; making staffing decisions; developing case and settlement strategy; hiring attorneys and support staff; and assisting in planning and tracking litigation and travel budget.

I served on the committee which produced the Local Enforcement Plan; helped plan staff education on new guidance; trained the NC Fair Employment Practice Agencies on the Americans with Disabilities Act; and received management training.

I participated in outreach to various stakeholder/constituent organizations, including: NOW, HR Management Groups, classes at UNCC and Bar associations. I also served as EEOC liaison on the North Carolina Bar Association Labor and Employment Committee.

1982-1992

Fox & Fox, SC. I represented criminal defendants in traffic, misdemeanor and felony cases in Wisconsin state courts; plaintiffs in personal injury cases in Wisconsin state courts; plaintiffs in civil rights and employment cases, including cases alleging violations of Title VII, the Age Discrimination in Employment Act, Sec. 1983 and Sec. 1981, in federal and state courts; plaintiffs in various Wisconsin Administrative agencies which enforced the state law counterparts to the federal employment statutes, including the Equal Rights Division of the State of Wisconsin Dept. of Workforce Developments, Madison Equal Opportunities Commission and State of Wisconsin Personnel Commission; and represented parties in appellate courts.

In addition, I supervised support staff, one other lawyer and law clerks. I also shared responsibility for running the day-to-day operation of the office.

1980-1982

Assistant District Attorney, Grant County Wisconsin