

OUR CORE TEAM



Partner Stephanie Scharf is one of the nation's leading lawyers on issues of pay equity in professional services firms. Throughout her legal career, she has counseled national and global companies on business issues and risk management. Stephanie has conducted highly regarded national research on pay equity and gender differences as well as reports about the impact of pay policies and practices at mid-level and senior positions. She has been trained in audio/visual communication techniques and has helped to design and implement specialized video training tools focused on pay equity. Stephanie headed the American Bar Association's Presidential Gender Equity Task Force on Compensation, directed the development of publications aimed at best practices for achieving pay equity, and most recently served as special Advisor to the American Bar Association's Presidential Commission on Diversity and Inclusion 360.



Partner Sarah Marmor has over two decades of experience in employment law and counseling. She has advised companies on a broad array of policy and implementation issues including leave policies, wage and hour classifications and record keeping, background screening, as well as the full panoply of discrimination issues. Sarah counsels a number of global companies on the implementation of new business initiatives, risk assessment, and development of proper risk management materials. She is especially adept at counseling businesses on the impact of laws and regulations in specific corporate environments. Sarah also represents clients in pre-litigation and litigation over employment practices, and regularly advocates for clients with federal and state agencies.



HR Specialist Kwame Salter has consulted to major corporations on a wide array of HR issues including the design and implementation of pay equity programs. He also consults on such topics as leadership development, ethics and compliance programs, and programmatic initiatives for strategic inclusion. A former Fortune 100 Senior Vice President specializing in human resources, Kwame has advised on issues of gender and cultural diversity on a domestic and global scale. Kwame has managed numerous pay equity and diversity compliance programs and brings a wealth of practice experience to our Practice. Kwame has published two books about the challenges faced by women and people of color in corporate careers, and is an adjunct professor in the College of Business at Concordia University.



Partner Theodore ("Ted") Banks has a national practice that focuses on compliance and risk assessment, with a special expertise in developing training materials that fit corporate goals and programs. Through Ted's more than 30 years of advising in-house lawyers and business personnel both as in-house counsel and in private practice, he brings a special understanding to compliance implementation and training. His clients include companies of all sizes, ranging from major U.S. publicly-held corporations to start-ups, for whom he has developed employment law compliance programs that have effectively communicated principles of ethics and compliance to employees at every level of the organization. He also serves as a compliance monitor for the Federal Trade Commission and the Competition Bureau of Canada. Ted teaches Corporate Compliance, including principles for training and risk assessment, at Loyola University Chicago Law School, and he edits the highly regarded treatise, *Corporate Legal Compliance Handbook*.



Counsel Rebecca Ford-Terry has extensive executive and board governance experience including as Executive Vice President of the publicly held Metro-Goldwyn-Mayer studio and as General Counsel and Corporate Secretary to Draper and Kramer, a major Chicago real estate and financial services company. Rebecca has been a consultant to the Milken Institute and has practiced law at White & Case. Rebecca's experiences representing public and private corporations provide key perspectives about implementing company-wide business initiatives and advising senior level executives and board members on administrative, legal and governance matters.

