

A DIFFERENT APPROACH

# Firm Overview

## Who We Are

Saxton & Stump is a full-service law firm serving businesses by providing legal and consulting services. We apply strategic solutions and provide problem-solving support to help our clients navigate legal issues and thrive in an increasingly complex world.

Collaboration across disciplines allows our team to provide the highest level of service. The diverse backgrounds and extensive knowledge of our attorneys, business professionals, and industry experts creates a unique resource for our clients.

At Saxton & Stump, you will be working with a team built for excellence that provides both quick response times and high-quality work. Our initiative of staying innovative and forward-thinking in the legal industry sets us apart. We also have a strong focus on investing in our team and the community to create robust relationships.

## Services & Industries

- ▶ Appellate and Post-Trial Advocacy
- ▶ Attorney and Judicial Ethics and Discipline
- ▶ Bankruptcy and Creditors' Rights
- ▶ Business and Corporate Law
- ▶ Commercial Litigation
- ▶ Construction Law
- ▶ Corporate Healthcare and Life Sciences
- ▶ Death Care
- ▶ Employee Benefits and Executive Compensation
- ▶ Hospitality
- ▶ Healthcare Litigation and Mitigation
- ▶ Insurance Law
- ▶ Intellectual Property Law
- ▶ Internal Investigations
- ▶ Labor and Employment Law
- ▶ Liquor Licensing and Alcohol Law
- ▶ Medical Device Litigation
- ▶ Outside General Counsel
- ▶ Quality Assurance and Peer Review
- ▶ Real Estate
- ▶ Risk Mitigation and Safety
- ▶ Senior Care Services
- ▶ Trusts and Estates

### LANCASTER

280 Granite Run Dr.  
Suite 300  
Lancaster, PA 17601  
717-556-1000

### HARRISBURG

4250 Crums Mill Rd.  
Suite 201  
Harrisburg, PA 17112  
717-216-5505

### MALVERN

100 Deerfield Ln.  
Suite 240  
Malvern, PA 19355  
484-328-8500

**SAXTON & STUMP**  
LAWYERS AND CONSULTANTS

[saxtonstump.com](http://saxtonstump.com)



# LABOR & EMPLOYMENT

EMPLOYMENT LITIGATION AND MITIGATION



**SAXTON & STUMP**  
LAWYERS AND CONSULTANTS

[www.saxtonstump.com](http://www.saxtonstump.com)

# SAXTON & STUMP

Saxton & Stump's attorneys bring decades of experience preventing problematic issues, mediating disputes, and resolving problems before both state and federal courts. We have extensive knowledge and experience with judges, juries, and opposing counsel in Pennsylvania. Our team has developed proven tools and strategies to prevent workplace issues and mitigate risk.

Facing threatened claims or a lawsuit can be an unsettling event. Saxton & Stump's Labor and Employment Group works with clients to alleviate their concerns and provide thoughtful, aggressive, and effective representation.

## LITIGATION

Our **Labor and Employment Group** represents clients in employment litigation before federal and state courts and administrative agencies including the Department of Labor, the Equal Employment Opportunity Commission, the Pennsylvania Human Relations Commission, and the National Labor Relations Board. In addition, our lawyers have years of experience representing clients in:

- Discrimination, harassment, and retaliation charges and litigation
- Wage and hour disputes including collective and class action matters
- Litigation related to violations of trade secret, non-competition, and confidentiality obligations
- Labor grievances and collective bargaining

## COUNSELING

Our Labor and Employment Group further provides compliance guidance with respect to all federal, state, and local employment and labor laws including:

- Fair Labor Standards Act
- Pennsylvania Minimum Wage Act
- Pennsylvania Wage Payment and Collection Law
- Pennsylvania Workers' Compensation Act
- Occupational Safety and Health Act
- Family Medical Leave Act
- Title VII of the Civil Rights Act of 1964
- Americans with Disabilities Act
- Age Discrimination in Employment Act
- Pennsylvania Human Relations Act
- Uniformed Services Employment and Reemployment Rights Act
- National Labor Relations Act

As a team, our mission involves risk management. Our counseling focuses on the "proactive" steps that should be taken so that the "reactive" steps involving litigation are minimized. To that end, we counsel employers on best practices with respect to the interview, discipline, and termination process. We also assist with reviewing, revising, and drafting employment documents with the goal of mitigating claims. Artfully drafted employee applications, handbooks, policies, and employment, non-competition, and severance agreements are key to insulating an employer from liability.

We also provide on-site training to practice groups, human resource personnel, management, and business owners regarding compliance with all employment laws, internal investigations, social media issues, discipline, employee relations, and all other employment-related matters.



## CLASS ACTIONS

When defending class action lawsuits, our litigators take an aggressive approach to defend our clients' interests from the pre-filing stage through potential appeal. Our attorneys initially engage with clients to map out a proactive strategy and involve them in every step of litigation.

Our class action defense team pursues swift resolution and absolute success. While we focus on early negotiation and dismissal, Saxton & Stump's attorneys have litigated and secured defense verdicts. We have successfully defended our clients in high exposure cases involving unfair competition, employment matters (including numerous wage and hour and Title VII matters), medical malpractice, corporate negligence, and product liability in federal and state courts nationwide. Our client base includes retailers, manufacturers, agriculture, construction companies, insurance companies, restaurants, healthcare systems, pharmaceutical, and medical device companies.

## INTERNAL INVESTIGATIONS

Our team brings the skill, expertise, and experience necessary to conduct a detailed, objective, and, when required, confidential investigation. Regardless of whether the investigation has been directed by an outside entity, sought by the company's Board of Directors, or requested by management, Saxton & Stump's Internal Investigations Group focuses on the requirements and parameters of every assignment and minimizing the potential disruption to your organization.

Our team is led by **Former US District Court Chief Judge Lawrence F. Stengel (Ret.)**, who possesses 28 years of experience on both the state and federal bench. Judge Stengel and our team of attorneys handle:

- Internal corporate investigations/audits involving potential malfeasance
- Title IX compliance and complaint investigations
- Employment investigations involving issues related to unlawful harassment
- Regulatory enforcement
- Medicare fraud and abuse
- HIPAA investigations and audits
- Infectious disease investigations and remediation programs
- Medical staff investigations
- Business integrity, compliance, and ethics
- Monitorships

## TITLE IX

Saxton & Stump's Title IX team has the experience, integrity, independence, and credibility to both advise and aid educational entities – both public and private – in complying with and enforcing their obligations under Title IX. We are adept and proficient in proactively counseling university staff regarding compliant procedural safeguards; responding properly to alleged Title IX violations; conducting comprehensive, documented, and objective investigations; and defending educational entities in trial.

For more information on Labor & Employment Law, please contact **Rick L. Hackman, Esq.** at [rlh@saxtonstump.com](mailto:rlh@saxtonstump.com) or 717.556.1006.



# SAXTON & STUMP

LAWYERS AND CONSULTANTS

## RICHARD L. HACKMAN

SHAREHOLDER

✉ [rlh@saxtonstump.com](mailto:rlh@saxtonstump.com) ☎ 717.556.1006

280 Granite Run Drive | Suite 300 | Lancaster, PA 17601

[www.SaxtonStump.com](http://www.SaxtonStump.com)

## EXPERIENCE

Richard L. Hackman, Esq., Chair of the Labor and Employment Group, has dedicated 20 years of his practice to representing employers and management in all aspects of employment law. Rick's experience includes representation of clients before the Equal Employment Opportunity Commission, similar state and local agencies, the National Labor Relations Board, the Department of Labor and numerous federal and state courts throughout the country. He frequently litigates claims of discrimination, harassment, and retaliation under Title VII of the Civil Rights Act of 1964, the Pennsylvania Human Relations Act, the Americans with Disabilities Act and the Age Discrimination in Employment Act. Rick routinely defends employers in class and collective action lawsuits brought under the Fair Labor Standards Act and Pennsylvania Law. He also regularly represents corporate clients who seek to enforce the trade secret and non-competition obligations of former employees. Rick represents entities of all size and type, including healthcare organizations, manufacturers, retailers and service industry businesses.

As an employment counselor, Rick advises clients with respect to compliance with federal, state and local employment laws, including the FMLA, OSHA and the FLSA and provides training to employers on all issues related to employment law compliance. Rick also counsels employers on minimizing risk during both the discipline and termination process, with a focus on being "proactive" versus "reactive." Further, a substantial portion of his practice is dedicated to the review and revision of various employment documents and policies, including employment agreements, handbooks and non-competition agreements.

A frequent lecturer, Rick presents to human resource groups and management on workplace investigations, terminations and layoffs, union matters, social media, as well as other employment law related issues.

Rick is a member of many professional associations, including the Pennsylvania, Maryland State, York County and Lancaster Bar Associations. He is active in the community, serving as a Board Member for Family First Health and a HR Committee member for TrueNorth Wellness. In 2016, Rick was recognized as a Select Lawyer in the area of Employment Discrimination Law.

Prior to joining Saxton & Stump, Rick was a Partner at Barley Snyder and served as Vice-Chair of the firm's Employment Law group.

## **PRACTICES**

- Labor and Employment Law
- ADR
- Appellate and Post-Trial Advocacy
- Business and Corporate Law
- Class Action Defense
- Commercial Litigation
- Construction Law
- Internal Investigations
- Non-competition, Non-solicitation & Confidentiality Agreements
- Senior Care Services
- Title IX

## **EDUCATION**

- American University, Washington College of Law, J.D., cum laude, 1996
- University of Dallas, B.A., cum laude, 1992

## **BAR ADMISSIONS**

- Pennsylvania
- Maryland
- District of Columbia

## **COURT ADMISSIONS**

- U.S. District Court for the Middle District of Pennsylvania
- U.S. District Court for the Eastern District of Pennsylvania
- U.S. District Court for the District of Maryland
- U.S. District Court for the District of Columbia
- U.S. District Court of Appeals for the Fourth Circuit

## **MEMBERSHIPS**

- Pennsylvania Bar Association
- Maryland State Bar Association
- Lancaster Bar Association
- York County Bar Association
- Family First Health, Board Member
- TrueNorth Wellness, HR Committee

## **RECOGNITIONS**

- Select Lawyer – 2016

## PRESENTATIONS

- Independent Electrical Contractors (IEC), PA Construction Law Update, January 2019
- ABC Keystone, Navigating the Top Legal Issues Facing HR Professionals, December 2018

## RELEVANT EXPERIENCE

- Twenty years' experience counseling employers regarding labor and employment matters including harassment, discrimination, leaves of absence, and terminations
- Litigated in excess of 80 employment litigation matters nationwide
- Defended large restaurant franchise group in a wage and hour collective action matter brought by approximately 2,000 servers alleging violations of the FLSA and Pennsylvania state law
- Defended restaurant franchise group in a wage and hour collective action matter brought by approximately 300 servers alleging violations of the FLSA and Pennsylvania state law
- Defended quick lube franchise group in a wage and hour collective action matter brought by approximately 50 technicians alleging violations of the FLSA, Maryland, and Pennsylvania state law
- Defended turkey farm in a wage and hour collective action matter brought by laborers for unpaid wages pursuant to the FLSA and Pennsylvania law
- Defended employers and benefits plans in ERISA actions brought by plan participants in both Maryland and Pennsylvania Federal courts
- Defended numerous employers in multi-plaintiff sexual harassment matters
- Represented the benefits plan of a multi-national telecom company to seek repayment of overpaid benefits
- Represented large national corporation in seeking to enforce non-competition agreements against multiple former employees
- Defended numerous large and small employers in age, sex, religion, and disability discrimination matters in Federal and State courts in Pennsylvania, Maryland, Texas, and New Jersey
- Defended large employers in complaints brought employees alleging FMLA violations
- Defended numerous employers in matters brought by employees alleging breach of contract
- Handled EEOC, NLRB, DOL, and OSHA administrative charges for employers in approximately 25 different states
- Represented private employers and municipalities during arbitration proceedings
- AAA-trained mediator
- Defended numerous healthcare organizations and medical practices with respect to harassment and wage and hour issues
- Frequently provides training to medical practices with respect to employee relations and minimizing harassment in the workplace