

CURRICULUM VITAE

Robert J. Dignam

O'Neill, McFadden and Willett, LLP
833 W. Lincoln Highway, Suite 410W
Scherverville, IN 46375
Office: 1(219) 322-0450
Direct: 1(219) 864-6095
Fax: 1(219) 322-0451
Email: rdignam@omwlegal.com

Professional Experience and Activities

November 2017 to present: Partner - O'Neill, McFadden and Willett, LLP, Scherverville, Indiana. Practice includes regular service as a registered civil mediator, including in employment law cases; representation of clients in labor and employment law matters, including preparation and auditing of employee handbooks and policies, providing guidance to assure compliance with state and federal labor and employment laws; and representing clients in courts and before government agencies; service as negotiator in collective bargaining; service as a medical review panel chairman; and representation of clients in in litigation matters.

October 2014 to November 2017: Shareholder – Johnson and Bell, PC, Crown Point, Indiana. Practice included service as a registered civil mediator; medical review panel chairman; representation of doctors before medical licensing boards; participation in labor and employment law and litigation matters in state and federal courts, before the Equal Employment Opportunity Commission in Indiana and Illinois, before the Indiana Civil Rights Commission, and before the Illinois Department of Human Rights; practice has also involved counseling clients on employment and labor law issues, including matters before the National Labor Relations Board, service as negotiator in labor negotiations, participating as an advocate in labor arbitrations; serving as school corporation counsel, and providing other legal services for private and public sector clients, including health care organizations and governmental entities.

September 2006 to September 2014: Partner - Hoepfner, Wagner & Evans, LLP, Merrillville, Indiana. Practice focused on serving as a mediator, serving as a medical review panel chairman in Indiana; the defense of employment law and litigation matters in state and federal courts in Indiana, in federal court in Illinois, before the Equal Employment Opportunity Commission in Indiana and Illinois, before the Indiana Civil Rights Commission, and before the Illinois Department of Human Rights; practice also involved counseling clients on employment and labor law issues, including matters before the National Labor Relations Board, serving as lead negotiator in labor negotiations, participating as an advocate in labor arbitrations, representing clients on matters before the Indiana Department of Environmental Management and the Indiana Occupational Health and Safety Administration; and providing other legal services for private and public sector clients, including health care organizations, governmental entities, and school corporations.

January 2002 to May 2016: Adjunct Professor - Purdue University Northwest, Hammond, Indiana. Courses have included Personnel Law, Human Resources Management, and Conflict Management, in the Department of Manufacturing, Engineering, Technology and Supervision.

January 1997, to September 2006: Partner - Spangler, Jennings & Dougherty, P.C., Merrillville, Indiana. Practice focused on the defense of medical malpractice claims for hospitals, physicians, nurses, and other health care providers, and on the defense of civil rights and employment law claims for hospitals, health care providers, and other employers. January 2003, to September 2006: served as firm's corporate secretary. January 2006, to September 2006: also served as firm's vice-president.

December 1986 to December 1996: Associate - Spangler, Jennings & Dougherty, P.C., Merrillville, Indiana. Practice focused on general insurance defense litigation, with increasing concentration on the defense of civil rights, employment law, and medical malpractice claims.

Education

Graduate degree: Doctor of Jurisprudence, May 18, 1986; Valparaiso University School of Law, Valparaiso, Indiana.

Undergraduate degree: Bachelor of Arts in Business Administration, May 23, 1983; Saint Xavier University, Chicago, Illinois.

Bar Memberships

State of Indiana; United States District Courts for the Northern and Southern Districts of Indiana; United States District Court for the Northern District of Illinois; United States Court of Appeals for the Seventh Circuit; and United States Supreme Court.

Association Memberships

Indiana State Bar Association, Alternative Dispute Resolution Council of Indiana State Bar Association; Lake County Bar Association; Indiana Association of Mediators; Society for Human Resources Management; and Society for Human Resources Management of Northwest Indiana.

Honors

2021	Best Lawyers in America in Employment Law
2021	Indiana Super Lawyer in Alternative Dispute Resolution
2020	National Academy of Distinguished Neutrals
2020	Best Lawyers in America in Employment Law
2020	Indiana Super Lawyer in Labor and Employment Law
2019	Indiana Super Lawyer in Labor and Employment Law
2018	Indiana Super Lawyer in Labor and Employment Law
2017	Indiana Super Lawyer in Labor and Employment Law
2016	Indiana Super Lawyer in Labor and Employment Law
2015	Indiana Super Lawyer in Labor and Employment Law
2014	Martindale-Hubbell AV Preeminent Status
2014	AVVO Peer Review Rating of 10/10

Presentations

Representative presentations:

<u>Human Resource Law from Start to Finish</u>	Human Resource Law From Start to Finish
<u>Mediation Participation and Ethics</u>	Indiana Mediation: Start to Finish
<u>Mediation Procedures and Ethics</u>	Lake County Bar Association Young Lawyers Section
<u>Mediation of Employment Law Cases</u>	Lake County Bar Association Employment Law Section
<u>The ADA and FMLA Legal Update</u>	Lake County Bar Association Employment Law Section
<u>Employment Law for Small Companies</u>	Lake County Bar Association Employment Law Section
<u>The Fundamentals of Employment Law</u>	Lake County Bar Association Employment Section
<u>Employment Law Issues in a Law Firm</u>	Hardball Litigators Seminar
<u>Employee Handbook Do's and Don'ts</u>	Human Resources Law Bootcamp
<u>Social Media Policies for Employers</u>	Human Resources Law Bootcamp
<u>Why to Mediate, and Applicable Rules</u>	Lake County Bar Association
<u>Mediation Ethics and Professionalism</u>	Lake County Bar Association
<u>The EEOC and ADA in a Law Firm Setting</u>	Indiana Continuing Legal Education Forum
<u>The Americans with Disabilities Act</u>	Allen County Bar Association
<u>Sexual Harassment, A Historical Perspective</u>	Lake County Bar Association
<u>How to Stay Out of Hot Water</u>	Allen County Bar Association

Publications

Representative publications:

There is More to Fear than Fear Itself. The National Labor Relations Board's Attack on Purposeful Work Rules Must Be Stopped, Valparaiso University Law Review, Vol. 52, Winter 2018, Number 2;
Monitoring Social Media Activity, Northwest Indiana Business Quarterly;
Genetic Information Nondiscrimination Act, Northwest Indiana Business Quarterly;
Indiana Evidence Workshop Handbook, Professional Education Systems, Inc.;
Human Resources Law Bootcamp, National Business Institute;
Human Resources Law from Start to Finish, National Business Institute;
Advanced Civil Discovery for the Litigation Paralegal, National Business Institute.

Published Opinions

Simpson v. St. James Hospital, 2015 U.S. District LEXIS 88337 (N.D. Ill. 2015).
Berry v. ArcelorMittal, 2013 U.S. Dist. LEXIS 51532 (N.D. Ind. 2013).
Hill v. St. James Hospital and Health Centers, 2013 U.S. District LEXIS 20669 (N.D. Ill. 2013).
King v. Sisters of St. Francis Health Services, 2012 U.S. District LEXIS 66364 (N.D. Ill. 2012).

Hart v. ArcelorMittal, 211 U.S. Dist. LEXIS 34966 (N.D. Ind. 2011).
Thornberry v. City of Hobart, 208 U.S. Dist. LEXIS 71398 (N.D. Ind. 2008).
Life Ins. Co. of N. Am. v. Justak, 208 U.S. Dist. LEXIS 30270 (N.D. Ind. 2008).
Syfu v. Quinn, 826 N.E.2d 699 (Ind. Ct. App. 2005).
Levy v. Newell, 822 N.E.2d 234 (Ind. Ct. App. 2005).
Stahl v. St. Anthony Medical Center, 2004 U.S. App. LEXIS 12890 (7th Cir. 2004).
Christian v. St. Anthony's Medical Center, 1997 U.S. App. LEXIS 16288, 117 F.3d 105 (7th Cir. 1997), *cert. denied* 523 U.S. 1022 (1998).
Baker v. American Juice, 870 F. Supp. 878 (N.D. Ind. 1994).
Lavery v. Southlake Center for Mental Health, 566 N.E.2d 1055 (Ind. Ct. App. 1991).
Schultz v. Hodus, 535 N.E.2d 1235 (Ind. Ct. App. 1989).

Volunteer Activities

January 2010, to December 31, 2015: Member, Board of Directors of Habitat for Humanity of Northwest Indiana.

February 2012, to December 31, 2015: Member, Board of Directors, Challenger (Space Science) Learning Center of Northwest Indiana.

Personal Interests

Family is a priority. USA Hockey accredited coach; Team Manager and Assistant Coach - Crown Point Bulldogs JV ice hockey team; Manager - Crown Point Little League baseball; and coach of numerous YMCA youth sports. Past Board Vice-President of high school ice hockey club.

References

Available upon request