Niloy Ray

Shareholder
Co-Chair, AI & Technology Practice Group

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Minneapolis, MN 55402
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Practice Areas

eDiscovery
AI and Technology
Handbooks and Policies
Privacy and Data Security
Class Action
Litigation and Trials

Overview

Practicing at the intersection of law, technology and employment, Niloy Ray is a nationally recognized thought leader on AI, eDiscovery, and the use of technology across the employment lifecycle. As a co-lead of Littler's AI practice, Niloy advises clients on pragmatic and cross-functional approaches to assessing, deploying, and managing employee-focused AI tools on the one hand and defends against AI-based employment class actions on the other. His cross-functional guidance supports business, product, and HR teams in navigating the evolving use and regulation of AI-driven tools and processes. Niloy helps clients create and implement AI development policies, select and deploy AI tools, train teams on AI risks, and comply with emerging regulations in the U.S. and internationally. Using his deep legal and technological skills, he provides tailored solutions for integrating AI across the employment lifecycle while minimizing compliance and litigation risks.

Niloy has extensive experience handling eDiscovery and electronic evidence issues nationwide in employment disputes, including class actions and trade-secret cases. He advises clients on preserving data proportionately and cost-effectively, developing strategies to minimize eDiscovery complexities, designing advanced ESI review and production methodologies using cutting-edge tools such as threading, clustering, multivariate search criteria and AI, addressing trial issues including expert testimony and the admissibility and authentication of electronic evidence, and establishing record-retention schedules, practical eDiscovery policies and data-minimization frameworks. An active litigator, Niloy regularly handles hearings,

depositions, and trial issues related to eDiscovery, nationwide.

Before joining Littler, Niloy was at another multinational law firm, where his practice focused on commercial litigation in federal and state courts in complex tort, antitrust and contract matters. At that firm, he also regularly represented energy utilities in regulatory proceedings and related litigation, and conducted internal investigations for Fortune 500 and academic clients.

Prior to attending law school, Niloy spent several years coding, designing, and leading the development of supply chain software applications for Retek Inc., now part of Oracle.

Professional and Community Affiliations

- Member, Sedona Conference Working Group 1
- Chair, All-Sedona Diversity Committee, 2017-present
- Member, Relativity Advisory Board
- Member, Federal Practice Committee (D. Minn.)
- Member, Federal Bar Association, Minnesota Chapter
- Member, Advisory Board, Annual Arizona State University-Arkfeld eDiscovery and Digital Evidence Conference, Sandra Day O'Connor College of Law
- Co-Chair, Today's General Counsel Institute Exchange eDiscovery Seminar, 2012-2019
- Member, EDRM

Recognition

- Recipient, Wesley J. Fastiff Ingenuity Award, *Littler*, 2020
- Ranked, eDiscovery & Information Governance, *Chambers USA*, 2025-2026
- Ranked, eDiscovery & Information Governance, *Chambers Global Guide*, 2026

Education

J.D., University of Virginia School of Law, 2007
B.A., Macalester College, 1999, *with honors*

Bar Admissions

Minnesota
Illinois

Languages

Bangla/Bengali
Hindi

Courts

U.S. District Court, District of Minnesota
U.S. District Court, Northern District of Illinois
U.S. District Court, Eastern District of Wisconsin
U.S. District Court, District of Colorado

Publications & Press

Agentic AI in the Workplace
Littler Report
November 3, 2026

What Legal Experts Need HR to Know About AI: Risks and Hazards
SHRM
September 8, 2026

Lighten Your Load: Focus on AI as a Work- and Stress-Reducer
WorldatWork
August 5, 2026

AI open letters shift from warnings to push for business action
TechTarget
August 5, 2026

What Canadian tech startups should know about AI in the workplace
BetaKit
July 13, 2026

Is Your AI Hiring Tool Discriminating? Here's How to Find Out
SHRM
July 7, 2026

New Connecticut Law Puts AI-Assisted Hiring Under a Microscope
Law.com
June 29, 2026

HR owns AI governance now. Which LLM is good at what?
HCA Magazine
June 22, 2026

Littler Survey: AI and data privacy issues top of mind for employers
Compliance Week

June 18, 2026

Littler and Its Attorneys Recognized in 2026 Chambers USA Guide Across Key Practice Areas
Press Release
June 4, 2026

New Connecticut Law on Employers' AI Use Is Inventive
Law360
May 28, 2026

Connecticut Passes Law Significantly Regulating Use of AI in Employment
Littler ASAP
May 14, 2026

The Littler Annual Employer Survey 2026
Littler Report
May 6, 2026

Employers Brace for AI-Driven Workplace Shifts and Rising Risk, Littler's Annual Survey Shows
Press Release
May 6, 2026

Mental Health Leave Requests Are Rising, Survey Says
Law360 Employment Authority
May 6, 2026

AI Transforming HR Faster Than Companies Can Set Up Processes to Contain Risks
Corporate Counsel
May 6, 2026

Executives Have a New Top Workplace Concern
American City Business Journals
May 6, 2026

The Global Guide Quarterly (Quarter 1, 2026)
Littler Global Guide Quarterly
April 22, 2026

The Federal Administration Makes Legislative Recommendations for U.S. AI Policy, Leaving Questions Unanswered
Littler ASAP
March 27, 2026

AI Legal Risks Abound Despite Trump's Push for Federal Policy
Bloomberg Law
March 20, 2026

How to avoid getting into trouble when using AI at work
CNN Business
December 30, 2025

Trump's AI executive order muddles picture for employers
POLITICO
December 22, 2025

Trump Moves to Pre-empt State AI Laws with Executive Order
SHRM
December 11, 2025

State laws regulating AI take effect in the new year. Here's what HR needs to know.
HR Dive
December 5, 2025

Statehouse AI Job-Loss Solutions Range From Punitive to Positive
Bloomberg Law
October 20, 2025

California lawmakers are leading on AI legislation and regulation
HR Brew
October 1, 2025

California's Long-Awaited Final Regulations on Automated Decisionmaking Create New Compliance Challenges for Employers
Littler ASAP
September 26, 2025

Punching In: Courts Find Little Transparency on Federal Firings
Bloomberg Law
August 25, 2025

California Approves Landmark AI Employment Regulations
Littler ASAP
July 30, 2025

State AI regulation ban nixed. What it means for employers, tech firms
HR Executive
July 9, 2025

States Seen Taking Lead On AI Regulation In 2025's 2nd Half
Law360 Employment Authority
July 2, 2025

House Proposal Would Block State AI Laws for 10 Years
SHRM
June 6, 2025

Littler and its Attorneys Recognized in 2025 Chambers USA Guide Across Key Practice Areas
Press Release
June 5, 2025

Littler Lounge: AI on the Job – The Newest Member of Your Workforce
Littler Podcast
June 5, 2025

What do employers need to consider when using AI?
Littler 2 the Point Video
June 4, 2025

Trump's proposed freeze on state AI laws: What CIOs need to know
CIO Dive
May 30, 2025

The Littler Annual Employer Survey 2025
Littler Report
May 7, 2025

U.S. Employers Expect Significant Impact From Regulatory Shifts on Immigration and Inclusion, Equity & Diversity, Littler Survey Shows
Press Release
May 7, 2025

Potential For DEI-Related Suits Vexes Employers, Report Says
Law360
May 7, 2025

How Will AI Impact TR's Roles and Strategies Over the Next 5 Years?
WorldatWork
February 11, 2025

California AB 2930 Joins AB 331 in Inactive Status
DCI Consulting
December 10, 2024

The Global Guide Quarterly (Quarter 3, 2024)
Littler Global Guide Quarterly
October 23, 2024

Achieving Alignment on AI
Chief Executive
Fall 2024

Do GCs Even Know Company's AI Use? Survey Raises Doubts
Law360
September 24, 2024

AI in Hiring In-House Lawyer Blind Spot, Survey Says
Bloomberg Law
September 24, 2024

Littler's 2024 AI C-Suite Survey Report
Littler Report
September 24, 2024

C-Suite Executives Are Advancing Workplace Generative AI Policies as Risks Mount, Littler Survey Finds
Press Release
September 24, 2024

Illinois Extends Statute of Limitations for Filing Discrimination Claims Under Illinois Human Rights Act, Adds Protected Classes, and Clarifies AI Use in Employment Decisions
Littler ASAP
August 13, 2024

Proposed AI rules could see developers liable for employment discrimination
Daily Journal
May 22, 2024

Colorado's Landmark AI Legislation Would Create Significant Compliance Burden for Employers Using AI Tools
Littler ASAP
May 16, 2024

Employers Expect Increased Regulatory Enforcement amid Legislative Slowdown in Election Year, Survey Finds
In Business Phoenix
May 9, 2024

Survey: Companies expecting more employment-related litigation
Chain Store Age
May 9, 2024

Employers split on using generative AI for HR as legal risks loom
HR Dive
May 9, 2024

The Littler Annual Employer Survey 2024
Littler Report
May 8, 2024

Employers Expect Increased Regulatory Enforcement Amid Legislative Slowdown in Election Year, Littler Survey Finds
Press Release
May 8, 2024

US firms expect little reprieve from enforcement this election year
International Employment Lawyer
May 8, 2024

California's SB 1047 establishes stringent requirements for large-scale AI models
Daily Journal
April 12, 2024

If Humans Won't Read Your Résumé, Should You Let the Robot?
The Wall Street Journal
February 20, 2024

How Attys Can Be Ethical When Using Gen AI In Litigation
Law360
February 1, 2024

'Late Adopters' or 'Cautious Optimism': Law Firm Partners Share Divergent Approaches to Gen AI
The American Lawyer

January 31, 2024

Some AI Ethics Is 'New Wine in Old Bottles': A Chat With Legalweek Speaker Niloy Ray
Legaltech News
January 16, 2024

We asked a labor lawyer what AI laws HR should look out for
HR Brew
January 3, 2024

Why HR is 'taking its time' to implement generative AI
Human Resources Executive
October 16, 2023

Employers willing to accept a certain level of risk in exchange for AI benefits
Daily Journal
October 13, 2023

Companies find reasons to avoid generative AI for hiring
American City Business Journals
September 29, 2023

AI Regulation in California Top of Employers' Mind, Survey Shows
Bloomberg Law
September 25, 2023

AI Study Reveals How Employers Are Using the Tools, and With What Safeguards
Corporate Counsel
September 25, 2023

Most Employers Don't Screen AI Tools For Bias, Survey Says
Law360 Employment Authority
September 25, 2023

Workplace AI Use On The Rise, But Regulatory Guidance And HR Policies Still Taking Shape, Littler Survey Finds
Press Release
September 25, 2023

Littler AI in the Workplace Survey Report 2023
Littler Report
September 25, 2023

OFCCP Preparing to Scrutinize Federal Contractors' Use of AI Hiring Tools and Other Technology-based Selection Procedures
Littler ASAP
September 7, 2023

California High Court Holds AI Vendors Liable for Biased Job Screening
Corporate Counsel
August 30, 2023

Why businesses need to be cautious about jumping into AI
American City Business Journals
August 29, 2023

California Court's Expansion of 'Employer' Could Have Implications for AI Regs
SHRM Online
August 28, 2023

California Supreme Court's Expansion of "Employer" under FEHA Could Have Implications for AI Regulation
Littler ASAP
August 25, 2023

Do's and Don'ts For A Bias-Free Approach To Hiring
Law360 Employment Authority
August 2, 2023

New York City Clarifies Who and What Is Covered Under AI Bias Law
SHRM Online
July 17, 2023

NYC's law on AI in recruitment takes effect
Human Resources Director
July 6, 2023

NY, other states look to regulate AI in hiring practices
Fox Business
July 6, 2023

NYC begins enforcing new law targeting bias in AI hiring tools
VentureBeat
July 5, 2023

NYC Department of Consumer and Worker Protection Issues Guidance on AI Regulations
Littler ASAP

July 5, 2023

New York employers to start telling applicants when they encounter AI
CBS News
July 3, 2023

European AI Act Progresses to the Next Stage of the Legislative Process
Littler ASAP
June 22, 2023

3 Tips For Using Tech In Equal Pay Compliance
Law360 Employment Authority
June 5, 2023

EEOC Issues Guidance on Use of Artificial Intelligence Tools in Employment Selection Procedures Under Title VII
Littler ASAP
May 18, 2023

Littler Survey: Economic Volatility, AI Adoption and Heightened Regulatory Activity Pose New Challenges for Employers
General Counsel News
May 12, 2023

An Overview of the Employment Law Issues Posed by Generative AI in the Workplace
Littler Report
May 11, 2023

The Littler Annual Employer Survey 2023
Littler Report
May 10, 2023

Littler Survey: Economic Volatility, AI Adoption and Heightened Regulatory Activity Pose New Challenges for Employers
Press Release
May 10, 2023

What does feds' latest caution on AI mean for employers?
HR Dive
May 1, 2023

NYC Agency to Hold Employer-focused Roundtable to Clarify New AI Regulations
Littler ASAP
April 27, 2023

New York City Adopts Final Regulations on Use of AI in Hiring and Promotion, Extends Enforcement Date to July 5, 2023
Littler ASAP
April 13, 2023

Legal Tech's Predictions for Artificial Intelligence in 2023
Legaltech News
January 3, 2023

New York City Defers AI Law Enforcement to April 15, 2023
Littler ASAP
December 12, 2022

What the White House's 'AI Bill of Rights' blueprint could mean for HR tech
HR Dive
October 18, 2022

New York City Proposes Rules on Automated Employment Decision Tools
SHRM Online
September 26, 2022

New York City Proposes Regulations to Clarify Requirements for Using Automated Employment Decision Tools
Littler ASAP
September 23, 2022

How should a company intelligently adopt employment-focused artificial intelligence, or AI tools?
Littler 2 the Point Video
August 30, 2022

Littler Receives 2022 Diversity and Inclusion Champion Award from South Asian Bar Association of North America
Press Release
July 21, 2022

EEOC Issues Guidance on Artificial Intelligence and Americans with Disabilities Act Considerations
Littler ASAP
May 18, 2022

Two Developments Could Impact California's Proposed Regulations Governing AI and Automated Decision-making
Littler ASAP
April 4, 2022

California Fair Employment & Housing Council Proposes Sweeping Regulation of Automated Decision-making and Artificial Intelligence in Employment

Littler ASAP
March 17, 2022

Law Firms Turn to AI to Vet Recruits, Despite Bias Concerns
Bloomberg Law
February 24, 2022

New York City Enacts Law that Hinders Use of Automated Tools in Hiring and Promotion Decisions
Littler ASAP
December 28, 2021

Inaugural Report of Littler's Global Workplace Transformation Initiative
Littler Report
March 30, 2021

Littler Announces Winner of First Annual Wesley J. Fastiff Ingenuity Award
Press Release
January 22, 2020

Littler Elevates 28 Attorneys to Shareholder
Press Release
January 3, 2018

In the Spotlight: 3 Factors to Consider When Employees Use Texts for Business
Minnesota Employment Law Newsletter
April 2016

In the Spotlight: Personal Data on Business Systems: The High Cost of Curiosity
Minnesota Employment Law Newsletter
September 2015

Personal Data on Business Systems: The High Cost of Curiosity
Business Management Daily
August 30, 2015

A Litigator's Guide to Social Media Discovery in Civil Actions
The Legal Intelligencer
January 29, 2013

True Grit: Four Models to Rein in eDiscovery Costs
Law Technology News
January 30, 2012

Events & Speaking Engagements

2026 Midwest Regional Employer Conference
Minneapolis, MN
November 12, 2026

2026 Future of Work Summit
Washington, DC
November 2, 2026

2026 Canada Regional Employer Conference
Toronto, ON
October 21, 2026

2026 Ohio Regional Employer Conference
Cleveland, OH
October 15, 2026

From Copilots to Coworkers: Managing the Risks of Agentic AI
Minneapolis, MN
September 24, 2026

2026 Carolinas Regional Employer Conference
Charlotte, NC
September 17, 2026

Challenges and Opportunities of Using AI in Human Resources
Minnesota CLE, Minneapolis, MN
June 29, 2026

Navigating the AI Hiring Maze: Decision-Ready HR in an Uncertain Landscape
SHRM Annual Conference, Orlando, FL
June 17, 2026

AI Drafts, Deepfakes, and Decisions – Discoverability and Admissibility of AI Evidence in Employment Cases
Upper Midwest Employment Law Institute, St. Paul, MN
May 18, 2026

Practical AI Implementation & Compliance: Framework, Disclosures, Assessments and Strategies
Littler Executive Employer Conference, Phoenix, AZ
May 7, 2026

Keynote: Humans Are The Loop
ERE Recruiting Innovation Summit, Atlanta, GA
May 5, 2026

The Regulatory Landscape: Charting AI's Legal Terrain
The Sedona Conference Working Group 13 Annual Meeting, Austin, TX
April 8, 2026

AI in Legal Education: Safeguarding Critical Thinking for the Next Generation
The Sedona Conference Working Group 13 Annual Meeting, Austin, TX
April 8, 2026

Pittsburgh Breakfast Briefing - February 2026
Pittsburgh, PA
February 19, 2026

2025 Midwest Regional Employer Conference
Minneapolis, MN
November 13, 2025

2025 New England Regional Employer Conference
Boston, MA
October 16, 2025

Artificial Intelligence Through the LoD Lens: Practical Guidance for Pressing Issues
Littler onDemand Webinar
October 1, 2025

2025 Ohio Regional Employer Conference
Columbus, OH
September 25, 2025

Unlocking Legal Efficiency: AI Tools Transforming the Practice of Law
September 23, 2025

Into the Breach: Law Firms and the Risk of Cybersecurity and Data Breaches
ASU-Arkfeld eDiscovery, Law and Technology Conference, Phoenix, AZ
March 11, 2025

Steering Committee
The Sedona Conference Working Group 13 Inaugural Meeting 2025, Phoenix, AZ
January 16-17, 2025

2024 Puerto Rico Regional Employer Conference
San Juan
November 15, 2024

Legal and Ethical Considerations of AI in Construction
Federal Bar Association Forum on Construction Law
October 2024

2024 Littler AI Summit
Washington, DC
September 23, 2024

Navigating the Patchwork of State and Local AI Regulations
August 28, 2024

The Role of AI in the Hiring Process
Project Management Institute
August 2024

Ethical Lawyering in the Age of AI
Client CLE
June 2024

AI & U: The Gameshow Where Digital Dilemmas and Practical Advice Intersect
Littler Executive Employer Conference, Phoenix, AZ
May 9, 2024

Coding for Lawyers
National Business Institute
May 2024

Navigating Rule 26(a)(1)
Federal Bar Association-Minnesota Chapter
May 2024

AI in Employment Law
Sedona Conference on AI
April 2024

Tech Ethics in the Emerging eWorkplace
2024 ASU-Arkfeld eDiscovery and Digital Evidence Conference
March 2024

Special Masters in eDiscovery
2024 ASU-Arkfeld eDiscovery and Digital Evidence Conference
March 2024

Policy Framework for AI-enabled Communications
American Legal Institute
February 2024

AI Issues in the Workplace
Client CLE
February 2024

AI Issues in the Workplace
Client CLE
January 2024

Generative AI is Here: What is your organization doing with it?
The Institute for Workplace Equality: Artificial Intelligence and Employment Compliance Conference, Washington DC
November 14, 2023

What's in a Wor(l)d? The Meaning of 'Asian'
Littler All Affinity Group 'Ohana
November 3, 2023

The Future of Legal Diversity Initiatives under Color-blind Constitutionalism
The Sedona Conference: Working Group 1 2023 Annual Meeting, Indianapolis, IN
October 26, 2023

A Pragmatic Playbook for In-house Counsel on AI Adoption in HR
ACC Annual Meeting, San Antonio, TX
October 24, 2023

2023 Houston Regional Employer Conference
Houston, TX
October 18, 2023

AI For Future-Ready Human Resources And Internal Communications: Advancing Workplace Intelligence
ALI Conferences
October 12, 2023

Ethical E-Discovery on Non-traditional Data Sources and Emerging Technology
Federal Bar Association-Minnesota CLE

September 27, 2023

2023 Littler AI Summit
Washington, DC
September 21, 2023

Federal Level Efforts to Regulate AI in HR Decision-Making
July 27, 2023

11th Annual Brewers Briefing
Milwaukee, WI
July 26, 2023

Ethically Competent Discovery of Zoom Meeting Recordings, Teams Chats, Slack, and Other Newer Data Sources
2023 Upper Midwest Employment Law Institute
May 18-19, 2023

Invisibility of Hate Crimes Against the Asian American Community
SABA Chicago Panel
May 16, 2023

With a Little Help from My Friends
Littler Executive Employer Panel
May 12, 2023

With a Little Help from My Friends – A Pragmatic Playbook for AI Adoption in HR
Littler Executive Employer Conference, Phoenix, AZ
May 11, 2023

What's New and What's Next for Employers in AI and Employment Decision-making
April 20, 2023

Our Robot (HR) Overlords – Better than Mankind or Just as Biased?
2022 NAPABA Annual Conference
November 5, 2022

2022 Midwest Regional Employer Conference
Minneapolis, MN
November 3, 2022

AI Pop-up Talk
2022 Midwest Regional Employer, Minneapolis, MN

November 3, 2022

Session Two: The Current Legislative and Regulatory Framework Governing the Use of AI Tools in HR Decisions
October 13, 2022

2022 Houston Regional Employer Conference
Houston, TX
October 6, 2022

AI – Staying Ahead of the Curve
2022 Houston Regional Employer, Houston, TX
October 6, 2022

Littler AI Summit
Washington, DC
September 28, 2022

Why AI Matters
Littler AI Summit, Washington, DC
September 28, 2022

Where Do We Go From Here?
Littler AI Summit, Washington, DC
September 28, 2022

Session One: A Primer on AI Tools and Human Resource Decisions
August 18, 2022

10th Annual Brewers Briefing Labor & Employment Law Conference
Milwaukee, WI
July 27, 2022

Everything You Wanted to Know About e-Discovery (But Were Afraid to Ask)
2022 Littler Brewers Briefing Conference, Milwaukee, WI
July 27, 2022

Discovery in Complex Cases
MN Federal Bar Association MDL, Class and Mass Action Committee
May 9, 2022

AI in HR – Staying Ahead of the Curve
Littler Executive Employer Conference

May 5, 2022

California Privacy Rights Act - Steps To Take Now: Project Planning, Vendor Contracting, and Data Retention and Security
April 14, 2022

Best Practices for Rule 30(b)(6) Depositions
FBA-MN Annual Conference
November 18, 2021

Optimizing the Litigation Practice Through Innovation and Technology
Global Legal ConfEx Roundtable
November 10, 2021

eDiscovery Case Law Review
The Sedona Conference: 2021 Annual Meeting, eDiscovery Working Group
October 2021

Computer Knows Best? Leveraging Artificial Intelligence to Improve Post-Pandemic Workforce Equity and Diversity
Association of Corporate Counsel (ACC) Webcasts
September 29, 2021

The Future of Work: Post-Pandemic and Beyond
Littler Executive Employer Conference
May 14, 2021

Artificial Intelligence and Onboarding: Tools That Make Staffing Easier, or Legal Minefield?
ASA Staffing Law Virtual Conference
April 29, 2021

Moderator: Social, Technological, and Ethical Challenges of Electronic Evidence in Criminal Cases
The Sedona Conference Working Group 1 (Virtual) Annual Meeting 2020
October 28, 2020

Can You Keep a Secret? – Protecting Trade Secrets During the Pandemic
October 8, 2020

COVID-19 Employment Litigation & eDiscovery Challenges
ACEDS Central Texas Chapter Webinar
July 15, 2020

Data Security Best Practices Throughout the eDiscovery Process
Ninth Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference, Phoenix, AZ

March 12, 2020

ESI Protocols – What Are They Good For?
Ninth Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference, Phoenix, AZ
March 12, 2020

New Regulations & New Approaches: Latest Developments at the DOL
2019 Littler Midwest Employer Conference, Minneapolis, MN
October 3, 2019

eDiscovery Lessons from the Mueller Report
Driven, Inc. webinar
August 14, 2019

Privacy, Security & Information Governance: Navigating the eWorkplace
2019 Littler-Milwaukee Employer Conference, Milwaukee, WI
July 17, 2019

Emerging Technologies Reshaping the Law: Employment
Federal Bar Association-MN 45th Annual Federal Practice Seminar, Minneapolis, MN
June 20, 2019

"But I've Always Done It This Way": Tips for More Effective Document Requests and Responses
Federal Bar Association-MN 45th Annual Federal Practice Seminar, Minneapolis, MN
June 20, 2019

Co-chair, Today's General Counsel Institute
Chicago, IL
June 12-13, 2019

Digital Dangers: You Can't Handle the Truth!
2019 Littler Executive Employer, Phoenix, AZ
May 9, 2019

Diversity Awareness and its Unique Benefits to eDiscovery
Sedona Working Group 1 Mid-year Meeting, Charlotte, NC
April 2, 2019

Do You Know Where Your Documents Are? Or Who's Touching Your Documents Today?
Eighth Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference, Phoenix, AZ
March 8, 2019

More than Meets the Eye: Spotting (and Exposing) Fabricated Evidence
Eighth Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference, Phoenix, AZ
March 7, 2019

Faculty Member, Sandpiper Partners
Innovation in E-Discovery Conference, Chicago, IL
February 27, 2019

Workplace Investigations: A Multidisciplinary Approach to Facing New Challenges, Refining Your Techniques and Managing Evidence
2018 Littler Midwest Employer Conference, Minneapolis, MN
November 8, 2018

Optimizing the Attorney-Client Relationship: In-house counsel discuss practical approaches and ethical considerations in handling eDiscovery
Sedona Working Group 1 2018 Annual Meeting, Los Angeles, CA
October 26, 2018

Co-Chair, The Exchange eDiscovery Forum
Today's General Counsel Institute, San Francisco, CA
October 16-17, 2018

Co-Chair, The Exchange eDiscovery Forum
Today's General Counsel Institute, Houston, TX
September 25-26, 2018

Data is Your Frenemy: Best Practices for Avoiding Data Pitfalls in Employment Litigation
Nevada Employer Conferences, Las Vegas and Reno
September 12-13, 2018

Data is Your Frenemy: Best Practices for Avoiding Data Pitfalls in Employment Litigation
2018 Littler Nevada Employer Conferences, Las Vegas and Reno, NV
September 11-12, 2018

Co-Chair, The Exchange eDiscovery Forum
Today's General Counsel Institute, Chicago, IL
June 13-14, 2018

Application of the Amended Federal Discovery Rules – A Two-Part Discussion on Proportionality and Sanctions: Sessions 1 & 2
Clear Law Institute Webinars
May 30, 2018

IoT and Liability
Internet of Things Governance Workshop, Arizona State University, Phoenix, AZ
May 15, 2018

Search Tips and Tricks
7th Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference, Phoenix, AZ
March 7, 2018

Robotics, AI and the Internet of Things
7th Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference, Phoenix, AZ
March 6, 2018

Discover Requests in Employment Litigation After Amended Rules 26(b) and 34(b)
Strafford Webinar
January 31, 2018

Big Data from Employees; Big Risk for Employers
Relativity Fest, Chicago, IL
October 25, 2017

Searching Basics for Attorneys
Relativity Fest, Chicago, IL
October 24, 2017

IoT – Tomorrow's ESI
2017 Littler Ohio Employer Conference, Warrensville Heights, OH
October 19, 2017

Privacy & Litigation in the IoT World
Dish Network, Denver, IL
September 24, 2017

Lead Moderator, The Exchange eDiscovery Forum
Today's General Counsel Institute, Chicago, IL
June 5-7, 2017

FRCP: Amendments to the Federal Rules of Civil Procedure
The Masters Conference, Chicago, IL
May 23, 2017

Changes to the Federal Rules of Civil Procedure
Twin Cities ARMA 2017 Spring Conference

April 6, 2017

Mock Hearing: Production Under the New Federal Rules
6th Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference
March 9, 2017

What's More Normal Than a Mobile Device?
6th Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference
March 9, 2017

Managing the 21st Century Sales Force
Minneapolis, MN
February 16, 2017

Discovery Requests in Employment Litigation After Amended Rules 26(b) and 34(b): Propounding or Answering Requests
Strafford Publications, Inc. Webinar
January 31, 2017

Electronic Discovery Under the Amended Federal Rules of Civil Procedure
Minnesota CLE Webinar
December 7, 2016

A Dialog on Diversity and the Elimination of Bias in the Legal Profession
The Sedona Conference Working Group 1 Annual Meeting 2016
October 27, 2016

The Internet of Things: Tomorrow's ESI
Colorado Association of Litigation Support Professionals 10th Annual e-Discovery Summit
October 7, 2016

Shift Left – A New Age of eDiscovery – Analytics and ECA
Electronic Documents and Records Management Webinar
June 30, 2016

Strategic Use of Objections and Responses Under New Rule 34
Today's General Counsel Institute, Chicago, IL
June 14, 2016

Preservation in the Wake of New FRCP Amendments
Today's General Counsel Institute, Chicago, IL
June 13, 2016

The Internet of Things
Masters Conference for Legal Professionals, Chicago, IL
May 24, 2016

Who Says TAR is Only for Litigation Giants
4th Annual University of Florida Law ERDM eDiscovery Conference
March 30, 2016

The Nitty-gritty of Selecting, Tuning, and Implementing Electronic Search Parameters and Protocols
5th Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference - Sandra Day O'Connor College of Law, Tempe, AZ
March 10, 2016

Welcome to the eMachine: The Evolving Terrain of the Modern "eWorkplace"
5th Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference - Sandra Day O'Connor College of Law, Tempe, AZ
March 10, 2016

Ethical Impacts of Technological (In)Competence
2015 Littler Midwest Employer Conference, Minneapolis, MN
October 29, 2015

Chutes and Ladders: Tips for Winning When Faced with Wage/Hour Challenges Under the FLSA
October 22, 2015

E-Discovery in Employment Litigation: Preparing for New FRCP Amendments
Strafford Publications, Inc. Webinar
July 22, 2015

Deriving Value from Discovery Data & Information Lifecycle Governance
Association of Corporate Counsel, Minneapolis, MN
June 18, 2015

Applying Analytics & Metrics in eDiscovery – Thought Leaders Roundtable
The Cowen Group, Minneapolis, MN
June 18, 2015

Social Media & eDiscovery: Playing to Win
American Law Institute Webinar
June 12, 2015

Social Media – The Next Wave of Digital Evidence for Organizations
Association of Certified E-Discovery Specialists (ACEDS) Webinar
May 13, 2015

Hot Topics and Trends in eDiscovery and Information Governance
2nd Annual eDiscovery Institute, Chicago-Kent College of Law
March 27, 2015

eWorkplaces: The Future and the Challenge
2nd Annual eDiscovery Institute, Chicago-Kent College of Law
March 27, 2015

When Form Trumps Substance
4th Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference - Sandra Day O'Connor College of Law, Tempe, AZ
March 13, 2015

Life is a Highway
4th Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference - Sandra Day O'Connor College of Law, Tempe, AZ
March 12, 2015

The "eWorkplace" and its Impact on eDiscovery
Today's General Counsel Institute, Los Angeles, CA
December 9, 2014

The Practical Implications of the New Rule Amendments
Today's General Counsel Institute, Los Angeles, CA
December 9, 2014

Developments in Search
Today's General Counsel Institute, Los Angeles, CA
December 9, 2014

Hiring, Evaluating and Monitoring Employees in the Age of Social Media and Big Data
Littler Mendelson, Minneapolis, MN
November 6, 2014

In-House Ethics: E-Discovery, Information Security and Representation Issues
Littler Mendelson, Minneapolis, MN
November 6, 2014

E-Discovery for the Corporate Market
Today's General Counsel, Seattle, WA
October 7-8, 2014

From Snapchat To Summary Judgment: Social Media Discovery Tools For The Modern Litigator
Littler Mendelson Webinar

July 25, 2014

BYOD-The Law, Risks, Policies, and Acquisition Tools
AccessData Webinar
July 2, 2014

Data Preservation in the Face of Evolving Rules
Chicago Symposium on Preservation Excellence (PREX) - LegalHoldPro, Chicago, IL
June 17, 2014

E-Discovery for the Corporate Market
Today's General Counsel, Chicago, IL
June 10-11, 2014

Cloud Computing & Mobile Devices: How to be Prepared for Litigation
Masters Conference, Chicago, IL
May 28, 2014

E-Discovery Search Techniques and their Practical Applications
2014 Annual Conference - 7th Circuit Bar Association
May 11-13, 2014

Social Media Discovery Considerations
3rd Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference - Sandra Day O'Connor College of Law, Tempe, AZ
March 14, 2014

What We Have Here is a Failure to Communicate
3rd Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference - Sandra Day O'Connor College of Law, Tempe, AZ
March 13, 2014

Cooperation and Collaboration and Cost Control
E-Discovery for the Corporate Market Conference - Today's General Counsel, Los Angeles, CA
December 12, 2013

Cooperation in Practice Section
10th Annual Advanced eDiscovery Institute - Georgetown Law, Washington DC
November 21, 2013

A Review of the Proposed FRCP Amendments
Driven Inc., Chicago, IL
November 20, 2013

Demystifying Technology Enhanced Review AKA Technology Assisted Review AKA Computer Assisted Review and the Predictive Coding Process
Chicago Association of Litigation Support Managers (CALSM), Chicago, IL
October 21, 2013

E-Discovery for the Corporate Market
Today's General Counsel, Houston, TX
September 16-17, 2013

Your Changing Role in Managing the Legal Services Team of the Future
The Cowen Group, Chicago, IL
July 31, 2013

Using Social Media in Legal Investigations: Traversing the Ethical Minefield
CLE Presentation - Center for Competitive Management (C4CM)
July 16, 2013

An Analytical Primer: Assessing the Pros & Cons of Established & Emerging Review & Analysis Paradigms
San Diego eDiscovery Retreat (SDEDR)
July 1, 2013

E-Discovery for the Corporate Market
Executive Counsel Institute, Chicago, IL
June 11-12, 2013

Managing Disputes About the Discovery of Electronically Stored Information
Labor & Employment Law Committee - Chicago Bar Association
April 10, 2013

What We Have Here is a Failure to Communicate
2013 eDiscovery and Digital Evidence Conference, Arizona State University - Sandra Day O'Connor College of Law, Phoenix, AZ
March 13-15, 2013

Social Media Discovery Considerations
2013 eDiscovery and Digital Evidence Conference, Arizona State University - Sandra Day O'Connor College of Law, Phoenix, AZ
March 13-15, 2013

E-Discovery in Employment Litigation
Strafford Publications Inc. Webinar
January 9, 2013

eDiscovery Roundtable
Special Counsel
November 8, 2012

eDiscovery Service Delivery Models Roundtable
The Cowen Group, Chicago, IL
October 31, 2012

21st Century Considerations: Data-Security, Social Media and The Cloud
2012 Conference on E-Discovery for the Corporate Market - Executive Counsel Institute, Houston, TX
September 18-20, 2012

Search Technologies and Forward Thinking
2012 Conference on E-Discovery for the Corporate Market - Executive Counsel Institute, Houston, TX
September 18-20, 2012

Information Governance Trends & Issues Roundtable
The Cowen Group, Chicago, IL
August 8, 2012

Preservation and Collection of ESI
2012 eDiscovery and Digital Evidence Conference, Arizona State University - Sandra Day O'Connor College of Law, Phoenix, AZ
May 22-25, 2012

Books & Book Chapters

- *District of Minnesota's Electronic Discovery Guide*, Contributing author, 2021
- Littler Mendelson on Employment Law Class Actions, *LexisNexis, 2nd Ed.*, Contributing author, 2012