



Albert S. Lee, Shareholder, Practice Group Chair

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The Firm: Tucker Arensberg, which was founded in 1900, is a business-minded law firm that has been recognized with a First-Tier National Ranking in the U.S. News World Report/Best Lawyers® Best Law Firms edition. With more than 80 attorneys and offices in Pittsburgh and Harrisburg, Tucker Arensberg helps local, regional and national clients develop and maintain financial and legal stability through creative problem solving and an intense focus on our clients' needs. The firm's pride in what it does to help its clients is matched by its focus on *how* it goes about its work. Accordingly, Tucker Arensberg is proud to have received the 2013 Pittsburgh Business Ethics Award in the "Large Company" category, which was presented by the Society of Financial Service Professionals-Pittsburgh Chapter to honor regional companies that demonstrate highly ethical practices in daily operations and activities.

Housing Authority Practice: The Firm has provided legal counsel to public housing authorities for over twenty years and one of our Shareholders served as in-house counsel to the Housing Authority of the City of Pittsburgh prior to joining the firm. Tucker has provided general advice to Housing Authorities on issues including: landlord-tenant eviction of individuals for violent or drug related criminal activity of members of the household; use of Section 3 resident hiring programs and/or set asides in Public Housing Authority contracts; preparation of procurement policies to comply with the applicable HUD regulations, handbooks and state law; representation before the Court of Common Pleas in tax exemption issues related to public housing properties; defense and prosecution of litigation in the areas of construction, employment discrimination and alleged improper termination of benefits; representation in Mixed Finance Developments; and negotiation and resolution of HUD Audit findings;

Overview of Albert Lee's Practice: Albert is a management-oriented employment and labor law attorney with more than twenty years of experience. He has helped his clients, which range from some of the largest international companies and insurers to regional family-owned businesses, handle their human resources issues since 1992. Although his clients are quite varied, they are concentrated in the healthcare/senior care, manufacturing, service, hospitality, nonprofit, public and educational sectors.

Albert has deep and broad experience in virtually all areas of employment and labor law. For example, he has defended clients in wage-and-hour/compensation lawsuits and federal employment discrimination trials, resolved government agency investigations, assisted with the design of benefit plans to comply with ERISA and the PPACA, negotiated union contracts, audited wage and hour pay practices/procedures, revised employment handbooks, conducted workplace harassment investigations, drafted and enforced non-competition and other employment agreements, given strategic advice on employment practices and philosophies, handled workers' compensation and unemployment compensation hearings, and provided guidance on day-to-day matters such as FMLA situations, employee disciplines and discharges.

Speaking and Teaching Engagements: Albert's experience in defending employers in employment litigation has taught him that prevention is the best medicine. Accordingly, Albert devotes substantial time to teaching and training employers to better understand the rapidly-changing landscape of workplace law and, therefore, prevent and reduce their exposure to litigation. He is a member of the adjunct faculty of the University of Pittsburgh - Johnstown, Penn State University - New Kensington, La Roche College, and St. Francis University. Albert has served as a guest lecturer at many other institutions of higher learning, including Carnegie Mellon University and Duquesne University. He frequently speaks and conducts training sessions for companies and trade organizations on topics such as healthcare reform, workers' compensation, FMLA, sexual harassment, hiring, firing, and related issues.

Since the mid-1990's, Albert has devoted a significant part of his practice to counseling, training and educating executives, HR professionals, in-house attorneys and all levels of managers and supervisors on how to avoid and manage employment law issues while attaining their business goals. Employing a fast-paced, interactive, humorous, and informal style, Albert teaches employers how to handle the day-to-day situations that arise in the workplace. He does not read from a PowerPoint or provide dry legal information. Instead, Albert's teaching style, which has been honed over twenty years of teaching and training (at an average of 40-50 engagements per year), emphasizes:

- An interactive and easy-to-understand way of speaking that is devoid of legalese;
- A big-picture discussion;
- Real-life examples; and
- Role-playing exercises.

Some actual quotes from attendees of his trainings:

- *"Unbelievable!"*
- *"I usually hate these things, but this one was excellent."*
- *"Too short. We need to bring him back for all employees to hear."*
- *"Can't believe he did the whole thing without any notes!"*
- *"Made a dry subject fun."*
- *"A rock star!"*
- *"I could listen to him all day."*
- *"Loved the humor."*

Memberships and Activities: Albert is a member of many associations and organizations, including the Indiana County Area SHRM, the Cambria-Somerset Human Resources Association, Society of Human Resource Management, the National Speakers Association, etc.

Jurisdictions: Pennsylvania, U.S. Federal Courts

Education: Albert received his law degree from the University of Pittsburgh School of Law, where he served in a number of editorial positions on the *Journal of Law and Commerce*. He has a Bachelor of Arts degree in mathematics and a Bachelor of Science in Engineering degree in computer science and engineering from the University of Pennsylvania.