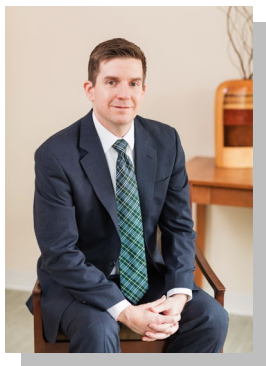


SHAWE

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Practice Areas

- Labor-Management Relations
- Grievances and Labor Arbitration
- NLRB Elections
- Union Avoidance
- Employment Discrimination
- Alternative Dispute Resolution (Arbitration and Mediation)
- Collective Bargaining/Labor Contract Negotiations
- Contract Administration and Unfair Labor Practice Defense
- Discrimination, Harassment and Retaliation
- Employment Audits
- Employment Litigation, including Collective Actions
- FMLA/ADA/Workers' Compensation Leave Management
- Human Resources Advice and Counseling
- Independent Contractor Issues
- Occupational/Workplace Safety and Health
- Personnel Policies, Procedures and Handbooks
- Plant Closings and Reductions in Force (WARN)
- Strikes and Picketing
- Training

Memberships

- American Bar Association
 - Member, Section of Labor and Employment Law
- Maryland State Bar Association
- New York State Bar Association

Education

- Tulane University Law School, J.D., 2008
- Ithaca College, B.S., magna cum laude, 2004

Bar Admissions

- Maryland
- New York

Chad represents both unionized and union-free clients in a full range of labor and employee relations matters, including in court and in administrative proceedings before the National Labor Relations Board, the Equal Employment Opportunity Commission, and the Department of Labor. He represents clients in many industries, including manufacturing, government contracting, and health care sectors, as well as non-profit employers.

Chad has served as chief negotiator for management in collective bargaining negotiations. In addition, he has represented management and served as first chair in numerous labor arbitration procedures and helped employers navigate complex legal issues related to plant closures and relocations, and sales. Chad also assists employers with effectively responding to union organizational campaigns.

Before joining Shawe Rosenthal, Chad served as a Field Attorney with the National Labor Relations Board where he investigated unfair labor practice charges, administered secret-ballot elections, conducted representation hearings, and litigated numerous unfair labor practice charges. Chad's prior experience with the NLRB provides clients with a unique insider's perspective both as it concerns compliance with the NLRA and navigating pending charges and litigation before the agency.

In addition, Chad has guided employers through OSHA and EPA investigations, and audits conducted by the Department of Labor.