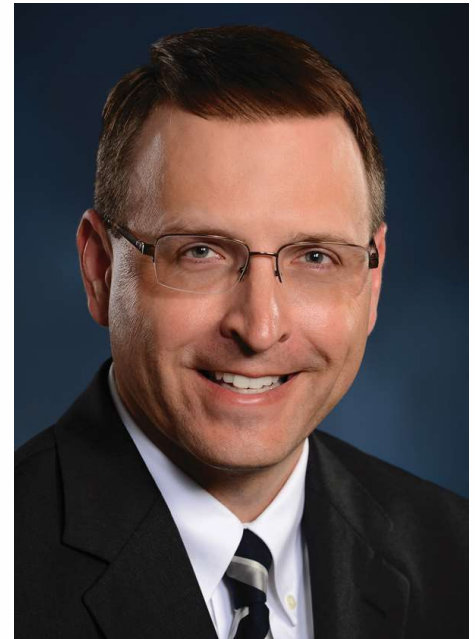


Mark J. Kuhar

Mr. Kuhar serves the employment-related needs of private and public employers throughout the region. He practices labor & employment law and litigation exclusively, helping employers through the most difficult employee-related challenges. Mr. Kuhar routinely assists employers in establishing and maintaining employment policies, conducting workplace investigations, negotiating employment contracts and severance agreements, conducting engagement surveys, and training supervisors and other employees. He also negotiates with unions on behalf of employers.

Mr. Kuhar's practice has an emphasis on the litigation of employment claims. He routinely practices before the Pennsylvania Human Relations Commission, U.S. Equal Employment Opportunity Commission, numerous state and federal courts, and in matters before the National Labor Relations Board, as well as in the processing and resolution of grievances and private arbitration proceedings.

Mr. Kuhar also has a growing private mediation practice. To date, he has served as mediator in cases involving employment discrimination, pension claims, civil rights claims, and claims for disability benefits. He has also mediated many cases as a volunteer mediator for the EEOC.



EDUCATION

- Syracuse University College of Law, J.D., magna cum laude
- Gannon University, B.S., magna cum laude

RELATED ACCOMPLISHMENTS

- Investigated and resolved numerous reports of workforce harassment
- Managed employer responses to union organizing activities at several manufacturers
- Minimized organizational risk during numerous volatile employee separations
- Successfully defended an employer in a federal trial over a claim of race and ethnicity-based discrimination in hiring decisions
- Conducted multiple successful union contract negotiations
- Worked closely with an employer through its employees' decertification of its long-time union
- Performed comprehensive reviews of employment policies for several entities

HONORS & RATINGS

- AV Preeminent® Peer Review Rated
- Included in *The Best Lawyers in America*® for Employment Law-Management, '18-'20
- "Friend of Education" Award, Gannon University School of Education, 2014

SPEAKING ENGAGEMENTS

- Firm's Workplace Law Forum, 2013, 2015, 2017 and 2018
- Several speaking engagements to local HR groups, businesses, and others
- Human Resources Section of the PA/NJ Rural Electric Cooperatives, biannual meeting, Labor & Employment Law Update (most recently in January 2019)
- Small Business Development Center HR Forum, 2016
- Local Development Districts of Pennsylvania
- Firm's Municipal Law Symposium
- Sexual harassment training
- Union avoidance training

COMMUNITY & PROFESSIONAL SERVICE

- Erie Zoological Society, *Volunteer Solicitor*
- United Way of Erie County, *Volunteer Solicitor*
- Erie Catholic Preparatory School/Villa Maria Academy, *Board Member, Volunteer Solicitor*
- U.S. Equal Employment Opportunity Commission, *Volunteer Mediator*

PRACTICE CONCENTRATIONS

- Labor & Employment Law
- Litigation

FIRM INVOLVEMENT

- Shareholder

ADMISSIONS & CERTIFICATIONS

- Pennsylvania
- U.S. District Court, Western District of Pennsylvania
- U.S. Court of Appeals, Third Circuit

PROFESSIONAL AFFILIATIONS

- Erie County Bar Association
- Pennsylvania Bar Association
- American Bar Association, *Labor and Employment Section*