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Stephen S. Zashin joined Zashin & Rich Co., L.P.A. in 1997. Stephen is co-managing partner of the firm and head of the firm's Employment and Labor Group. His practice areas include labor relations, equal employment opportunity and employment discrimination. Stephen provides guidance to employers concerning employment discrimination, employee privacy, wrongful discharge and unfair competition matters. He defends employers before the Ohio Civil Rights Commission, the Equal Employment Opportunity Commission and many other state civil rights commissions. Stephen also defends complex class and collective actions and individual claims involving employment discrimination and all other employment related torts in state and federal court. He advises clients on compliance partnerships with federal and state agencies, and provides counsel on all matters of corporate, labor and employment compliance. In addition, Stephen advises employers on union organizing drives and the administration and negotiation of collective bargaining agreements, represents employers in grievance and arbitration proceedings and litigates matters concerning collective bargaining agreements. Stephen is certified by the Ohio State Bar Association ("OSBA") as a Specialist in Labor and Employment law. He was one of the first fifty-one attorneys in Ohio certified in that area of law. Euromoney Legal Media Group has named Stephen as one of the top labor and employment attorneys in the United States.

Stephen is a graduate of University School. He earned his B.S., cum laude, from the University of Pennsylvania, The Wharton School of Business. He earned his law degree (J.D.) from Case Western Reserve University School of Law where he was a member of the Case Western Reserve Law Review. He also earned his M.B.A. from the Weatherhead School of Management, Case Western Reserve University, where he received the Dean's Academic Achievement Award.

Stephen is admitted to practice law in New York, Ohio, the United States District Court for the Northern District of Illinois, the Western and Southern Districts of New York, and the Northern and Southern Districts of Ohio, the Second, Third and Sixth Circuit Courts of Appeals, and the United States Supreme Court.

Stephen lectures frequently on many topics including employment discrimination, wrongful discharge, mandatory arbitration agreements, employment practices liability insurance, the Americans with Disabilities Act and the Family and Medical Leave Act. He also authored numerous articles concerning labor and employment matters and appears as a legal commentator for several media outlets. Stephen is a member of the American, New York State, Ohio State and Cleveland Metropolitan Bar Associations. He is also a member of the Ohio State Bar Association's Board of Governors for the Labor and Employment law section.

**attorneys at law**