



Harter Secret & Emery LLP

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ANNA S.M. MCCARTHY NAMED TO COMMUNITY, PROFESSIONAL POSTS

Buffalo, New York, February 6, 2018 – Harter Secret & Emery LLP, a full-service business law firm with offices throughout New York, announced that Anna S.M. McCarthy, an associate in the firm’s Labor and Employment practice group, was recently appointed to the board of directors for the National Federation of Just Communities of Western New York. In addition, McCarthy was also selected as the chair of the Employment Law Committee of the Women’s Bar Association of the State of New York, Western New York Chapter.

The National Federation of Just Communities of Western New York (NFJC) is a human relations organization dedicated to overcoming racism, bias, and bigotry by building a just and inclusive community through education, advocacy, and engagement. The organization provides programs that promote understanding and respect among people of all races, religions and cultures. NFJC seeks first to raise awareness and then to educate and empower local youth, as well as emerging and community leaders to become agents of change in transforming our society.

The Women’s Bar Association of the State of New York (WBASNY) is the largest statewide bar association dedicated to the advancement of women in both the legal profession and society as a whole. The organization’s Employment Law Committee identifies and responds to emerging issues in the field of labor and employment, provides opportunities for practitioners in private practice, in-house practice and government agencies the opportunity to interact and discuss important issues and trends.

As an attorney with a focus in civil litigation, as well as labor and employment, McCarthy counsels clients in a variety of areas. In the labor field, she counsels clients on the development of employee policies, union relations, wage and hour issues, discipline and termination decisions, discrimination and harassment claims and employment contract disputes. McCarthy also assists with the

development of clients' affirmative action programs and in ensuring compliance with employment-related federal and state regulations.

In addition to her work with the labor and employment group, she supports clients that are involved in business-related disputes, including breaches of contract and issues of premises liability, and is well-versed in the legal aspects of cybersecurity for business. McCarthy counsels clients from many industries on best-practices for maintaining compliance with federal and state cybersecurity regulations, including breach preparation, privacy notifications, and security of information systems. In the event of a breach, she assists clients in responding to breaches of data security.

Harter Secrest & Emery Labor and Employment attorneys advise clients on ways to meet their business needs in connection with all aspects of labor and employment law matters. The firm assists employers in analyzing the soundness and comprehensiveness of their existing employment practices and policies, and provide suggestions and advice on establishing new guidelines to meet ever-changing business requirements. Harter Secrest & Emery represents all types of employers in nearly every industry sector. The firm's clients range from private employers with employees in a traditional manufacturing environment, to municipalities and school districts with employees spread out in numerous locations, to public employers with thousands of traditional and "virtual" employees located across the United States.

About Harter Secrest & Emery LLP

Harter Secrest & Emery LLP is a full-service business law firm providing legal services to clients ranging from individuals and family-owned businesses to Fortune 100 companies and major regional institutions. With offices in Buffalo, Rochester, Albany, Corning, and New York City, New York, the firm is a recognized leader in litigation, corporate, employee benefits, environmental and land use, health care, higher education, immigration, intellectual property, labor and employment, real estate, and trusts and estates law. Harter Secrest & Emery has 31 *U.S. News - Best Lawyers* 2018 "Best Law Firms" top tier metropolitan practice group rankings – more Western New York rankings than any other law firm. The firm has been top ranked in *Chambers USA* for Corporate/M&A, Litigation, Immigration and Real Estate law and 42 attorneys are recognized as *The Best Lawyers in America*® for 2018. For more information visit www.hsela.com.

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