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**Charles M Dushane**  
**Protective Security Advisor**

Since September 2008, Charles M DuShane, has been the Chicago Protective Security Advisor with the Department of Homeland Security, Office of Infrastructure Protection, Protection Security Coordination Division, he serves as the on-site critical infrastructure and vulnerability assessments specialists. He serves as the DHS infrastructure protection liaison between Federal agencies; State and local government agencies; and the private sector. He leads the coordinated national effort to reduce the risk of our critical infrastructure and a key resource posed by the acts of terrorism, and strengthens national preparedness, timely response, and rapid recovery in the event of an attack, natural disaster, or other emergency.

From March 1983 to September 2008, was employed by the United States Secret Service, during his last assignment with the United States Secret Service, he served as an Assistant to the Special Agent in Charge of the Chicago Field Office, supervised the Protective Intelligence and Protection squads. DuShane managed complex threat investigations against Secret Service protectees, working closely with the Federal Bureau of Investigations, Joint Terrorism Task Force. As a senior manager, he designed and implemented successful security strategies for U.S. Presidents, world leaders, events of national significance. He also served as the Chicago Field Office security coordinator for the 1994 World Cup Soccer and the 1996 Democratic National Convention, Sheraton Hotel site.

DuShane was assigned to the Presidential Protective Division from 1989 to 1993, where he served on the permanent protection detail protecting President George H. and Mrs. Barbara Bush and President and Mrs. Clinton.

DuShane began his career with the United States Secret Service, Chicago Field Office, conducting complex white collar criminal investigations, while assigned to forgery, fraud and counterfeit squads; conducted security advances for U.S. presidents, vice presidents, their families, U.S. presidential candidates and visiting foreign heads-of-state.

Protective Security Advisor DuShane began his career in law enforcement as an officer with the Morton Grove, Illinois Police Department.

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**Michael A. Aitken**  
**Vice President**  
**Government Affairs**  
**SHRM**

Mike Aitken joined the Society for Human Resource Management (SHRM) in 2003 and since then he has been responsible for all SHRM governmental affairs endeavors. Mike currently serves as SHRM's Vice President of Government Affairs and he is a strategic advisor to the Society's overall external relations activities.

As a member of SHRM's senior management team, Mike plays a key role in helping to set the strategic direction of the organization, offering important counsel on SHRM's educational programs and professional development opportunities.

With over 25 years of experience working on workplace and workforce issues, Mike is a leading authority on issues important to the human resource profession. As one of SHRM's primary spokespeople, Mike is regularly interviewed by the media and sought out as a speaker for business audiences.

Prior to joining SHRM in 2003, Mike spent 14 years with the College and University Professional Association for Human Resources (CUPA-HR), which represents more than 23,000 HR professionals at over 1,900 higher education institutions.

In 2015 and 2016, Mike served as an employer representative on the U.S. delegation to the International Labour Conference.

Mike currently serves as a board member for OpenWork. He is also a member of the National Selection Board of the Secretary of Defense Employer Support Freedom Award and the U.S. Chamber of Commerce Labor Relations Committee.

Mike holds a Bachelor of Arts degree from the University of San Diego.



**Jeff Risch**  
**Partner at SmithAmundsen**

Jeff wouldn't practice law if he couldn't practice in labor and employment. He takes enormous pride in advising and defending the foundation of our economy: employers. Every day he arises with a passion to aggressively and responsibly represent clients in a broad range of industries.

In his practice, Jeff handles matters involving countering various union tactics; responding to government audits; defending discrimination, retaliation and wrongful termination claims; avoiding employee wage and hour controversies; complying with prevailing wage and minimum wage laws; litigating employment contract disputes and unfair competition controversies; upholding independent contractor and contingent workforce relationships; and negotiating collective bargaining agreements.

Jeff has many years of both private practice and in-house counsel experience. He represents employers throughout the U.S. and has taken several prominent cases successfully through arbitration, administrative hearing, trial and, when necessary, appeal. Jeff advises employers with the purpose of providing them the most efficient avenue to effectively manage. A prolific author and presenter, Jeff is often asked to speak on trending topics in the labor and employment arena by clients and educational providers around the country. If you have ever been lucky enough to see Jeff present, you know you are excellent hands in any negotiation or a courtroom!

A former manager and current business owner, Jeff understands and relates to the objectives of his clients. He applies his passion for business and employers in his work as chairman of the Illinois Chamber of Commerce Employment Law & Litigation Committee, chapter labor counsel for the Associated Builders and Contractors of Illinois, and chapter labor counsel for the Northern Illinois Building Contractors Association. As chair of the firm's expansive, management-side Labor and Employment Practice Group, Jeff oversees a team providing comprehensive counsel to employers across the country. As a member of the firm's Executive Committee, Jeff helps to set the strategic vision for the firm and ensures that each of the firm's clients receives the best possible experience working with SmithAmundsen.

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**Noah Frank**  
**Associate at SmithAmundsen**

Noah's goal is to protect businesses from harmful litigation. He counsels businesses like restaurant chains, physician's offices, Mom n' Pop shops and manufacturers on labor and employment strategies to diminish the possibility of litigation.

Noah provides comprehensive labor and employment counsel including, but not limited to: drafting employment agreements, contracts, and handbooks; assisting with union successor collective bargaining

agreements; responses to unfair labor practices and grievance administration through successful arbitration. He also provides practical advice for clients handling difficult employees and return-to-work situations following on-the-job injuries.

Noah has negotiated multiple favorable post-termination settlements in FLSA and discrimination/retaliation claims, and has significant experience advising clients on the Fair Labor Standards Act (FLSA), Americans with Disabilities Act (ADA), Family Medical Leave Act (FMLA), Illinois Minimum Wage Law, and Illinois Wage Payment & Collection matters.

In the related area of workers' compensation, Noah handles complex matters related to representation of uninsured employers and non-compliance matters, as well as workers' compensation and occupational disease defense. Noah has obtained several successful resolutions before the Illinois Workers' Compensation Commission's Insurance Compliance Unit. He has litigated Workers' Compensation claims through the Illinois Appellate Court and has obtained numerous favorable awards on behalf of his clients.



**Julie Proscia**  
**Partner at SmithAmundsen**

Julie provides labor and employment counsel that is outcome based. Before giving advice, she asks her clients what they want or need as the outcome to their matter; then skillfully crafts a pragmatic, business-centric solution to the issue.

Julie actively navigates employers of all shapes and sizes through the legal pitfalls of the employment relationship from its inception at recruitment and hiring through the implementation of policies and procedures, and the conclusion of the relationship with the termination/separation process. When litigation becomes necessary, Julie aggressively advocates for clients in the areas of traditional labor and employment

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law, including but not limited to discrimination/retaliation cases, non-competition/non-solicitation enforcement, wage and hour litigation, and employment and labor arbitrations.

Julie represents many public sector/municipal employers in traditional labor and employment issues. Most commonly, Julie represents municipalities in labor disputes, including negotiations, grievances, ULP defense, and arbitration. Her impressive legal practice includes representing both public and private sector employers in federal, state and administrative venues. These venues include a trial practice in federal and state court, as well as at the Illinois Human Rights Commission, Equal Employment Opportunity Commission, National Labor Relations Board and Department of Labor.

Finally, in addition to, and in concert with, her labor and employment practice, Julie assists a substantial number of not-for-profits with both their traditional employment issues, as well as the issues that arise before 501(c)(3) and 501 (c)(6) organizations. Julie's not-for-profit practice includes training in board policies, procedures, and development, as well as counseling a defense.

In 2012, Julie was honored as one of the 40 Attorneys Under 40 in the State of Illinois to Watch by Chicago Lawyer magazine. At the time, she was described by a client as, "honest, bright, creative, diligent and aggressive." Another client stated, "Julie has never failed to give me exceptional assistance." SmithAmundsen leadership and Julie's labor and employment team members echo these sentiments.

Julie is well respected by her peers in the legal, business and service communities. She is often asked to speak on trending topics in the labor and employment arena by clients and educational providers around the country. The articles she pens are regularly broadcast to more than 20,000 people across the Midwest by various educational providers and associations. Additionally, Julie sits on the Board of Directors for the Fox Valley United Way as well as the YWCA.