

## Please Join the Illinois Human Rights Commission



**March 26, 2021**

**Duration:** 12:00 pm—1:00 pm

**Please bring your lunch**

### **Lunch & Learn via WebEx**

Please visit [www.illinois.gov/ihrc](http://www.illinois.gov/ihrc) for WebEx information

### **CLE Credit:**

One Hour of General CLE Credit for Illinois Attorneys (pending)

**Presenter:** Noah A. Frank, Associate General Counsel  
Enlivant

**Topic:** *Aging Workforce*

### **Biography**

Noah A. Frank is a labor and employment attorney with over a decade of success enabling businesses to excel under increasingly regulated and taxing environments, while protecting them from harmful litigation. For over a decade in private practice, Noah represented just about every sector of commerce and industry, ranging from manufacturers, trade associations, mom'n'pop shops, medical practices, couriers, waste haulers, restaurants, and chambers of commerce.

Noah is currently Associate General Counsel and Director of HR Compliance for a senior assisted living company with 7,500 employees in 26 states. As the go-to legal resource and trusted business partner, he analyzes complex risks and formulates strategies for cost optimization, considering legal liability, litigation avoidance, and best practices. Noah provides practical and thoughtful advice, strategy, and solutions in a full range of employment, corporate, and workers' compensation matters, including compliance, policy implementation, and risk mitigation of wage and hour, discrimination, harassment, leave interference and retaliation claims including under the FLSA, Title VII, ADA, ADEA, FMLA, OSHA, NLRA, Worker's Compensation, and state and local laws. He advises on day-to-day issues such as employment agreements (including NDAs and restrictive covenants), leave and return-to-work management, discipline, disability and religious accommodation, and severance agreements. He trains management in legal compliance, and is a frequent author and invited speaker on these and other topics.

Noah attended the University of Illinois where he earned his bachelors, masters in human resources, and juris doctorate degrees. He has been peer-recognized as an Illinois Super Lawyers Rising Star each year 2012-2019.