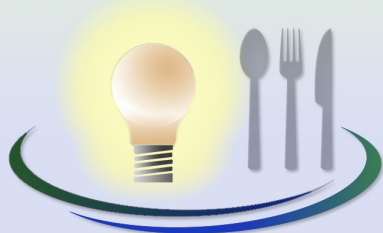


Please Join the Illinois Human Rights Commission



LUNCH
—AND—
LEARN
CLE

November 14, 2024

Duration:

12:00 pm—1:00 pm

Lunch and Learn via Webex

Please visit <https://hrc.illinois.gov/about/events.html> for Webex information

CLE Credit: One hour of CLE credit for Illinois attorneys (pending)

Presenter— Noah A. Frank, General Counsel
Sunrise Futures

Topic— The Bermuda Triangle: FMLA, ADA, and Workers' Comp

Biography

Noah A. Frank is general counsel at Sunrise Futures, a high-frequency proprietary trading firm in Chicago, Illinois. Prior to Sunrise Futures, Noah was in-house employment and litigation counsel at Enlivant, a senior assisted living provider with 7,000 employees in 26 states. In private practice, Noah has represented executives and senior management in employment contracting and EEO matters, as well as business in every sector of commerce and industry, ranging from energy, chemical and automotive manufacturers, cannabis cultivators and dispensaries, trade associations and chambers of commerce, law firms, mom'n'pop shops, medical practices, couriers, waste haulers, and restaurants.

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 regulatory compliance, employment agreements (including NDAs and restrictive covenants), leave and return-to-work management, discipline, disability and religious accommodation, and severance agreements.

Noah trains management in legal compliance, and is a frequent author and invited speaker on these and other topics. His chapter "Workers' Compensation Compliance and Preparedness Audit" was published in the most recent version of the Illinois Institute for Continuing Legal Education's (IICLE) book *Conducting the Employment Practices Audit*.

Noah attended the University of Illinois where he earned his bachelors, masters in human resources, and juris doctorate degrees. Prior to going in-house, Illinois Super Lawyers recognized Noah as a *Rising Star* each year 2012-2019.