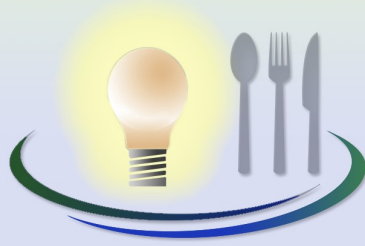


Please Join the Illinois Human Rights Commission



LUNCH
—AND—
LEARN
CLE

January 25, 2023

Duration:

12:00 pm—1:00 pm

Lunch & Learn via WebEx

Please visit www.illinois.gov/ihrc for WebEx information

CLE Credit:

One hour of general CLE credit for Illinois attorneys (pending)

Presenters— Noah A. Frank, Associate General Counsel
Enlivant

Topic— *The Bermuda Triangle: FMLA, ADA, and Workers' Comp -
in 60 minutes*

Biography

Noah A. Frank is associate general counsel at Enlivant, a senior assisted living provider in 26 states. Prior to Enlivant, Noah represented just about 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 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. Prior to going in-house, Illinois Super Lawyers recognized Noah as a *Rising Star* each year 2012-2019.