

Teresa M. Como *

Paralegal

** Not admitted to practice law*

Overview

Teresa brings an extensive background in employee benefits and affirmative action to her work as a labor and employment paralegal. Drawing from 30 years of experience, Teresa is well-versed in ERISA, employee benefit plans, labor and employment law, affirmative action and other contractor compliance. She has also worked on litigation matters ranging from class action lawsuits and individual discrimination claims to trial preparation.

Experience

Teresa has experience in the following areas:

- Preparing affirmative action programs, including compensation analyses, for women, minorities, protected veterans and individuals with disabilities
- Collaborating with clients undergoing an Office of Federal Contract Compliance Programs (OFCCP) audit by evaluating and selecting responsive documents and data
- Calculating impact of reductions in force on protected groups
- Preparing complex damages models for class action wage and hour disputes
- Completing all aspects of qualified retirement plan determination letter and voluntary compliance program applications
- Amending and restating benefit plan documents, and drafting and revising employee communications
- Assisting with a broad range of benefit plan compliance projects, including drafting government filings (e.g., Form 5500) and reviewing Internal Revenue Code and ERISA regulations
- Reviewing electronically stored information for responsiveness and identifying attorney-client privileged communications
- Preparing chronologies of events, preparing trial exhibits, and preparing witnesses for trial



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Legal Assistant

Maureen Gibson

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Practices

Affirmative Action Compliance
Employee Benefits & Executive
Compensation
Labor & Employment Relations

Education

- Lawrence University, Bachelor of Arts (B.A.), *Magna Cum Laude*, 1984; Psychology and Neuroscience

Community Involvement

- Troop Leader and Volunteer Trainer, Girl Scouts of Wisconsin Southeast, 1998-2007

Related News

PUBLICATION

August 3, 2020

No COVID Extension: VETS-4212 Filing Deadline is September 30, 2020

PUBLICATION

July 17, 2020

HR Government Contracts Procurement Action to Avoid an OFCCP Audit

PUBLICATION

May 12, 2020

OFCCP Incorporates Stakeholder Feedback in the Updated and Streamlined Voluntary Self-Identification of Disability Form (CC-305)

PUBLICATION

March 25, 2020

EEO-1 Status Update – Still No Filing Deadline but EEOC Making Progress

PUBLICATION

April 11, 2019

OFCCP Announces New Initiatives Impacting Government Contractors

PUBLICATION

February 5, 2019

EEO-1 Deadline Extension Creates Opportunity for Companies

PUBLICATION

September 11, 2018

Alert Your Mailroom and Local Facilities – OFCCP Issues 750 New CSALs

PUBLICATION

August 28, 2018

Reminder – VETS-4212 Filing Deadline Is September 30, 2018