



Ian Carleton Schaefer

Member of the Firm

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IAN CARLETON SCHAEFER is a Member of the Firm in the Employment, Labor & Workforce Management practice, in the New York office of Epstein Becker Green, and a member of the firm's National Employment, Labor & Workforce Management Steering Committee. In addition, he co-leads the Technology, Media, and Telecommunications ("TMT") service team.

Recognized in *The Best Lawyers in America*®, *The Legal 500 United States*, and the *New York Metro Rising Stars* list, Mr. Schaefer has developed a reputation for his practical, business-enabling, and results-driven approach to partnering with employers on the full spectrum of workplace and human capital initiatives on a domestic and global basis. Mr. Schaefer provides strategic labor and employment advice to companies, boards of directors, senior executives, and general counsel on a wide variety of employment-related issues, including, but not limited to, recruiting, onboarding and hiring practices, compensation schemes, worker classification issues, employee discipline and terminations, reductions in force, internal and external investigations, wage and hour laws, employee leaves of absence, and disability law and reasonable accommodations, all with the goal of avoiding litigation and mitigating organizational risk.

Additionally, he designs and conducts high-profile training programs for C-suite, senior management, and large-scale employee workforces regarding anti-harassment/non-discrimination in the workplace and HR best practices and initiatives, and notably, he was the principal designer, co-producer, and featured co-host of *Halting Harassment*, EBG's digital, anti-harassment training solution.

In furtherance of his TMT practice, and for nearly a decade, Mr. Schaefer has served concurrently as the Head of Employment Law for BT Americas Inc. ("BT"), a subsidiary of British Telecommunications plc, where he has been responsible for management and oversight for all litigation and workforce management matters in the United States and Canada, as well as leading on critical cross-border labor and employment initiatives. *The Legal 500 UK* named the BT group "Litigation Team of the Year" in 2017.

Equally at home in the world of sports, entertainment, and the arts, Mr. Schaefer's practice has included the representation of several of the major professional sports leagues in the United States, as well as several of the most preeminent arts and entertainment organizations in the world.

Prior to joining EBG, Mr. Schaefer practiced labor and employment law at the New York office of an international law firm, where he co-authored the successful briefs in the landmark U.S. Supreme Court decision *14 Penn Plaza v. Pyett*, a 5-4 decision of importance to employers that modified 35 years of labor law.

In high demand as a public speaker and commentator, Mr. Schaefer has written and lectured on scores of labor and employment law issues and the legal industry more broadly, both domestically and internationally, including at Fordham University School of Law, Cornell University's School of Industrial and Labor Relations, and New York University's Masters in Arts Administration program. Additionally, Mr. Schaefer forged the innovative partnership between EBG and Cornell Tech, where members of the firm serve and teach as adjunct faculty in the area of Digital Health Law.

Education

- Fordham University School of Law (J.D., cum laude, 2004)
 - *Fordham Urban Law Journal*, Symposium Editor
- Cornell University (B.S., 2001)
 - School of Industrial and Labor Relations

Bar Admissions

- New York

Practice Areas

- Employment Litigation
- Employment Training, Practices, and Procedures
- Foreign Multinational Counseling and Litigation
- Labor Management Relations
- Social Media and the Workplace

Industries

- Technology, Media & Telecommunications
- Financial Services
- Retail

Court Admissions

- Supreme Court of the United States
- U.S. District Court, Eastern District of New York
- U.S. District Court, Southern District of New York

Memberships

- American Bar Association, International Labor & Employment Law Section
- New York Youth Symphony, Trustee & General Counsel
- *The Rhythm Club* of Jazz at Lincoln Center, Co-Founder

Rankings & Recognition

- *The Best Lawyers in America*®: Employment Law—Management (2019)
- *The Legal 500 United States*: Workplace and Employment Counseling (2016 to 2018), Labor and Employment Disputes (Including Collective Actions): Defense (2018)
- *New York Metro Rising Stars*: Employment & Labor (2011, 2013 - 2018)