



Raymond T. Mak

Member of the Firm

New York

875 Third Avenue
New York, New York 10022
Tel: 212-351-4541
Fax: 212-878-8751

rmak@ebglaw.com

RAYMOND T. MAK is a Member of the Firm in the Employment, Labor & Workforce Management practice, in the firm's New York office, and is responsible for the management of the firm's Employment Practices Liability Insurance (EPLI) business.

Mr. Mak's experience includes the following:

- Defending management in all aspects of employment discrimination litigation in state and federal courts and administrative proceedings
- Representing management in unfair labor practice and representation cases before the National Labor Relations Board
- Providing advice and counsel on all aspects of employment and personnel issues, including those relating to sexual harassment, disciplinary procedures, reductions-in-force, wage and benefit, and non-solicitation/non-competition matters.

Mr. Mak rejoined Epstein Becker Green in 2003 after having been in charge of the Employment Litigation Unit in the Law Department of a major corporation, and the head of the EPLI Claims Department of a major insurance carrier.

Mr. Mak has received an "AV Preeminent" Peer Review Rating by Martindale-Hubbell, signifying the highest level of professional excellence. He has also been named to the *New York Metro Super Lawyers* list (2015-2019) in the areas of Employment Litigation: Defense, Employment & Labor, and Insurance Coverage. Mr. Mak has been a featured speaker on topics that include insurance coverage of employment practices claims, sexual harassment, and employment-related decisions by the U.S. Supreme Court. He has also written various law reviews and other articles on labor and employment issues.

Education

- New York University School of Law (LL.M., 1984)
 - Labor and Employment
- St. John's University School of Law (J.D., 1983)
- St. John's University (B.A., 1980)
 - *magna cum laude*

Court Admissions

- Supreme Court of the United States
- U.S. Court of Appeals for the Second Circuit
- U.S. District Court, District of New Jersey
- U.S. District Court, Eastern District of New York
- U.S. District Court, Southern District of New York

Bar Admissions

- New Jersey
- New York

Practice Areas

- Employment Litigation

News & Publications

April 3, 2018

Epstein Becker Green Advisory Cited in "New York's Medical Marijuana Law Comes of Age"

New York Law Journal

August 1, 2014

New York State's Medical Marijuana Law Gives Workplace Anti-Discrimination Protection

Act Now Advisory

March 1, 2005

Employment Law Trends for 2005: Danger Zones Widen for Unwary Employers, as appeared in the Winter 2005 issue of EPLiC

December 3, 2004

Post—Clackamas and Employment Practices Liability Claims: Are You a Covered "Employee" or a Barred Insured?, as appeared in the Fall 2004 issue of EPLiC

November 2, 2004

What Do You Know About Your EPLI Coverage?, as appeared in GC New York, October 12, 2004

Events

Should You Carry Employment Lawsuit Insurance? Separating EPLI Fact from Fiction

August 1, 2006

Audio Conference

Managing EPLI and Other Insured Litigation, EBG Briefing

May 19, 2005

New York, New York