

JAMES A. WELLS
Haines & Associates
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LEGAL EXPERIENCE

Haines & Associates, Philadelphia, Pennsylvania

Partner, January 2010 - present

Associate, January 2007-January 2010

Civil litigation practice with emphasis on plaintiff's personal injury litigation, including medical malpractice, products liability and civil rights litigation.

Eisenberg, Rothweiler, Winkler, Eisenberg & Jeck, P.C.

Philadelphia, Pennsylvania

Associate May 2005-January 2007

Civil litigation practice with emphasis on plaintiff's personal injury litigation, including products liability cases.

Belden Law, Greensburg, Pennsylvania

Partner January 2004-April 2005

Associate February 2000-January 2004

General practice with emphasis on civil and criminal litigation. Civil litigation experience included personal injury, civil rights, and products liability cases. Criminal trial experience involved complex jury trials, including four homicide cases.

Law Office of James A. Wells, Greensburg, Pennsylvania

November 1994-February 2000

Private law practice with emphasis on civil, criminal and family law litigation.

EDUCATION

West Virginia University College of Law, Morgantown, West Virginia

Juris Doctorate, May 1994

Class rank 13 of 154

Honors: Member, West Virginia Chapter of the Order of the Coif
Articles Editor, West Virginia Law Review

University of Pittsburgh, Pittsburgh, Pennsylvania

Bachelor of Science, Chemistry, May 1991

Graduated Cum Laude

PROFESSIONAL AFFILIATIONS

American Bar Association

Tort Trial & Insurance Practice Section (TIPS)
Chair, Plaintiffs Policy Task Force, 2010-present; Member, 2006-present
The Brief Editorial Board, 2007-present
Medicine and Law Committee Website Vice Chair, 2009-present
Task Force on Outreach to Young Lawyers, 2007-present
Leadership Academy, 2008-2009
Law in Public Service Committee, 2006-2008
Young Lawyers Division
Pennsylvania Delegate to YLD Assembly, 2003-2006

Pennsylvania Bar Association

Board of Governors 2003-2006
House of Delegates 2001-present
Chair, Young Lawyers Division, 2004-2005
Co-Chair, Pennsylvania Bar Association Midyear Meeting 2010
Chair, National Mock Trial Local Host Committee, 2010
Member Long Range Planning Strategic Goals Committee, 2007-2009
Member, Task Force on Student Loan Repayment and Forgiveness, 2005-2006;
Member of Young Lawyers Division Executive Council, 2000-2004
Member, 2004 PBA Planning Committee
Member, Law-Related Education Committee, 2004-2005

Pennsylvania Bar Foundation

Board of Directors, 2004-2005; 2009-present
Student Loan Repayment and Assistance Advisory Committee, 2010-present
Grants Committee, 2009-present

Philadelphia Bar Association

Member, State Civil Litigation Section, 2007-present

Philadelphia Trial Lawyers Association

Future Leaders Select Committee, 2006-present

PUBLICATIONS AND PRESENTATIONS

Author, *Ethics of Pre-Suit Investigation*, American Bar Association Tort Trial & Insurance Practice Section Business Litigation Committee Newsletter, Fall 2011.

Author/Presenter, *Important TIPS for Pre-Suit Investigations*, Hot TIPS audio CD, American Bar Association Tort Trial & Insurance Practice Section.

Moderator/Presenter, *Hot Topics in Civil Litigation*, Pennsylvania Bar Association Midyear Meeting, January 2010.

Author, *E-Discovery of RAM Data: Even Temporary Computer Data is Discoverable*, ABA Section of Litigation, Technology for the Litigator, August 2007.

Author, *Preserve Clients' Automobile Defect Claims*, The Young Lawyer, Vol. 11, No. 1, October 2006.

Panelist, *Effective Appellate Arguments*, Pennsylvania Bar Association Young Lawyers Division Annual Meeting, August, 2005.

Author, *Modern Technology and the Conflict Between Copyright and Free Speech: The Application of Copyright Law to Television Newscasts*, West Virginia Law Review, Vol. 95, No.1, Fall 1992.

AWARDS

Lawyer on the Fast Track, 2008, *The Legal Intelligencer* and *Pennsylvania Law Weekly*.

Pennsylvania Super Lawyers Rising Star, 2005, 2006, 2007, *Super Lawyers*.

TIPS NOW Fellow, 2007, *American Bar Association Tort Trial & Insurance Practice Section*.

Young Lawyer of the Year, 2000, *Westmoreland County Bar Association*.

Mr. Wells graduated cum laude from the University of Pittsburgh where he earned a degree in Chemistry. He obtained his Law Degree from the West Virginia University College of Law, where he was an Articles Editor for the Law Review and graduated as a member of the Order of the Coif.

Mr. Wells began practicing as a trial lawyer in 1994 and has successfully tried cases before juries throughout Pennsylvania. Through actual courtroom experience, he has a thorough understanding of the rules of evidence and is particularly adept at helping jurors understand complex issues of medicine and science. Mr. Wells has also resolved many cases by negotiating substantial settlements. He primarily represents clients who have been seriously injured in cases involving medical malpractice, products liability and other acts of negligence.

Mr. Wells is active in national, state and local bar associations. On the national level, Mr. Wells recently served a two year term as Chair of the American Bar Association Tort, Trial and Insurance Practice Section's Plaintiff's Policy Task Force. His ABA-TIPS experience also includes service on The Brief Editorial Board, the Medicine and Law Committee, the Task Force on Outreach to Young Lawyers, the Law in Public Service Committee and selection to the 2008-2009 Leadership Academy. On the state level, Mr. Wells served on the Pennsylvania Bar Association Board of Governors from 2003 to 2006 and has been a member of the PBA House of Delegates since 2001. His other PBA experience includes service as Chair of the Young Lawyers Division in 2004-2005, Chair of the 2010 Midyear Meeting and Chair of the 2010 National Mock Trial Local Host Committee. Mr. Wells currently serves on the Pennsylvania Bar Foundation Board of Directors and is active in the Philadelphia Bar Association and the Philadelphia Trial Lawyers Association.

In 2008, Mr. Wells was recognized as a "Lawyer on the Fast Track" by The Legal Intelligencer and Pennsylvania Law Weekly. He was also recognized in 2005, 2006, 2007 and 2008 as a Pennsylvania Super Lawyer Rising Star, a distinction reserved for the best lawyers in Pennsylvania who are either 40 and under or who have been practicing 10 or fewer years.

Mr. Wells is dedicated to pro bono work and community service. He regularly provides pro bono legal services as a Child Advocate, representing children in need of legal representation in family court proceedings. As a Team Leader in the Students Run Philly Style Program, Mr. Wells has mentored high school students while training them to run long distance races. Mr. Wells and his students completed the 2008 and 2009 Philadelphia Marathons.

Hollie B. Knox, Esquire

Hollie joined the firm in December 2011. She has broad experience handling civil rights matters and advising and representing public and private employers and employees in all facets of labor and employment law, including but not limited to, Constitutional claims; Title VII; the Americans with Disabilities Act; the Age Discrimination in Employment Act; the Older Workers Benefit Protection Act; the Family and Medical Leave Act; the Fair Labor Standards Act; whistleblower laws, collective bargaining, and restrictive covenants.

After graduating from Colgate University (1990), Hollie moved from northern New Jersey to the Philadelphia area where she worked as a legal assistant for two years prior to going to law school. Upon graduating from Widener University School of Law (1995), where she was the Editor-in-Chief of the *Delaware Journal of Corporate Law* and competed nationally as a member of the Moot Court Honor Society, Hollie clerked for the Honorable Ronald L. Buckwalter in the United States District Court for the Eastern District of Pennsylvania. Thereafter she practiced for nearly five years in the labor and employment departments of two large Philadelphia firms before spending several years as national labor and employment counsel for Elementis America, Inc., a specialty chemical company based in New Jersey and publicly traded on the U.K. stock exchange. Hollie has since returned to private practice and also teaches a legal writing academic support class as an Adjunct Professor at Widener University School of Law.

Hollie is licensed to practice in Pennsylvania, the United States District Court for the Eastern District of Pennsylvania, the Third Circuit Court of Appeals, and the U.S. Virgin Islands (inactive).

HOLLIE B. KNOX

PROFILE:

- ▶ Pennsylvania-licensed and practicing attorney with general litigation experience and expertise in labor and employment law for public and private employers and employees, including but not limited to claims related to the Constitution; Title VII; the Americans with Disabilities Act; the Age Discrimination in Employment Act; the Older Workers Benefit Protection Act; WARN; the Family and Medical Leave Act; the Fair Labor Standards Act; the National Labor Relations Act, whistleblower laws, collective bargaining, restrictive covenants and other federal, state and local labor and employment laws
- ▶ Vast experience drafting judicial opinions, position statements, motions, briefs, legal memoranda, discovery requests and responses, investigation reports, contracts, separation agreements, settlement agreements, restrictive covenant agreements, policies, and handbooks
- ▶ Adjunct Professor, Intensive Legal Analysis, Fall 2010 and Fall 2011 at Widener University School of Law

EMPLOYMENT:

HAINES & ASSOCIATES, Philadelphia, Pennsylvania.
Of Counsel, December 2010 – present.

- Broad based litigation practice for plaintiffs and defendants with an emphasis on civil rights and constitutional issues
- Successfully defended multiple First Amendment and other Constitutional claims against high profile public employee

GENOVA, BURNS & VERNIOIA, Camden & Newark, New Jersey.
Labor & Employment Associate (part-time), May 2006 – April 2010.

- Labor and employment practice with emphasis on advice and counseling, handling employment discrimination litigation and administrative matters, and creating and delivering live and web-based training programs
- Conducted extensive investigation into allegations of inappropriate behavior of senior officials at a major university

ELEMENTIS AMERICA, INC., Hightstown, New Jersey.

Counsel – Labor & Employment, November 2001 – September 2005

- Sole responsibility for all labor, employment, benefits and immigration matters for a multi-national publicly traded entity
- Worked closely with risk manager on workers compensation matters
- Oversaw all legal aspects of employee benefit-related matters
- Served as key member of multiple union negotiating teams
- Successfully managed strike with Teamsters, serving as company spokesperson with federal mediator
- Interim Litigation Counsel (February 2004 through August 2004) responsible for overseeing and managing the majority of general litigation in various areas, including but not limited to toxic torts, asbestos, contracts, bankruptcy, commercial disputes, and libel and slander. (Position eliminated as part of outsourcing of entire legal function)

EMPLOYMENT: **FOX, ROTHSCHILD, O'BRIEN & FRANKEL, LLP**, Philadelphia, Pennsylvania.

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Labor & Employment Associate, April 1999 – October 2001.

- Broad based labor and employment practice with emphasis on employment litigation and developing traditional labor skills
- Negotiated contract on behalf of management with the American Guild of Musical Artists
- Developed own clients and managed own cases, including for large EPL carrier

BALLARD SPAHR ANDREWS & INGERSOLL, LLP, Philadelphia, Pennsylvania.

Labor & Employment Associate, May 1997 - March 1999.

- Employment practice with emphasis on practice before the EEOC and litigation of sexual harassment and discrimination cases

PALMER BIEZUP & HENDERSON, Philadelphia, Pennsylvania.

Associate, September 1996 - April 1997.

- Admiralty, insurance defense, insurance coverage and product liability litigation.

CLERKSHIP: **RONALD L. BUCKWALTER**, Judge, United States District Court for the Eastern District of Pennsylvania, Philadelphia, Pennsylvania.

Law Clerk, September 1995 - September 1996.

INTERNSHIP: **DOLORES K. SLOVITER**, Chief Judge, United States Court of Appeals for the Third Circuit, Philadelphia, Pennsylvania.

Judicial Intern, Spring 1994.

ADMISSIONS: Supreme Court of Pennsylvania, United States District Court for the Eastern District of Pennsylvania, United States Court of Appeals for the Third Circuit, Territorial Court of the Virgin Islands.

BOARD **VOYAGE HOUSE, INC.**, Philadelphia, Pennsylvania.

MEMBERSHIP: *Board of Directors Member*, June 2000 – November 2001.

EDUCATION: **WIDENER UNIVERSITY SCHOOL OF LAW**, Wilmington, Delaware, J. D., May 1995.

Activities: Law Review: *The Delaware Journal of Corporate Law*.

Editor-in-Chief

Moot Court Honor Society, 1993-1995.

Honors: *American Jurisprudence Award: Legal Methods/Analysis I.*

Outstanding Service Award

Russell R. Levin Memorial Award

GENEVA INTERNATIONAL LAW INSTITUTE, Geneva, Switzerland, Summer 1993.

COLGATE UNIVERSITY, Hamilton, New York, B. A., 1990.