

## Sonya Rosenberg

Partner | Labor & Employment

### OVERVIEW

Sonya counsels companies and organizations on various employee-related legal issues and needs that arise at all the stages of the employment relationship, including the negotiation of employment agreements, restrictive covenants, policies and training, performance management, internal investigations and individual and group separations. Sonya also represents employers in litigation, her experience including the successful defense of numerous administrative charges, lawsuits and appellate proceedings at the state and federal levels. Clients value that her ability to understand their needs and thoroughly assess their legal situations often results in invaluable savings in time and resources.

Sonya is a frequent presenter and author of numerous articles on current employment law topics, including effective employment audit and risk management practices, harassment and discrimination in the workplace, technology issues relating to biometric privacy, social media and use of recruiting technologies, restrictive covenants, medical leave and disability-related issues, workplace violence, smart performance management, conducting workplace investigations and reductions in force and other notable developments in labor and employment law.

In addition to her practice, Sonya is a member of the National Board of the Coalition of Women's Initiatives in Law, where she serves as the National Secretary/Treasurer on the Executive Committee. The Coalition is a nonprofit organization focused on supporting female attorneys in Chicago, New York and D.C.-area law firms and companies. Sonya is also a member of the Chicago chapter of the International Women's Forum, an international organization that supports global, national and local



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### EDUCATION

Chicago-Kent College of Law (J.D., 2007), with honor

University of Chicago (B.A., 2002), with honor

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### ADMISSIONS

Illinois

New York

networks of women leaders in government, medicine, business, education, the arts and community service. Sonya is also involved on the International Committee of the American Jewish Committee (AJC). At the firm, Sonya is a member of the firm's Executive Committee, hiring, anti-harassment and attorney credit allocation committees.

Sonya was recognized by *Chambers USA: America's Leading Lawyers for Business* as one of the country's leading labor and employment lawyers. She was recommended by her peers as a Leading Lawyer for 2021 for her work in "Employment Law: Management" and "Labor Law: Management." In 2021, on behalf of NGE, Sonya accepted the Cabrini Green Legal Aid's "Spirit of Generosity Award" that recognized the firm for its pro bono counsel provided over several years. She also received the 2021 Chicago Leadership Award from the Coalition of Women's Initiatives in Law for her work as Chicago Chapter President, growing the chapter and organizing a wide array of virtual programs in a challenging year. In 2020, Sonya received the Collaborative Leadership Award from the Women, Influence & Power in Law Awards, and was named among the *Crain's Chicago Business* "Notable Women in Law." In 2017, She was recognized as one of "40 Illinois Attorneys Under Forty to Watch" by the Law Bulletin Publishing Company, which also named her an Emerging Lawyer in 2015. Sonya has been named a Rising Star since 2013 in *Illinois Super Lawyers*, and was recognized in the Spring 2017 Women of Influence issue of *Best Lawyers – Business Edition*. In 2012, She was named by *Today's Chicago Woman* as one of the 100 Women to Watch.

## EXPERIENCE

### Recent Litigation Experience:

- Successful defeat of motion to dismiss and resolution of restrictive covenants and harassment dispute involving competing financial services practices.
- Led and prevailed at state court emergency TRO hearing, securing former employee's immediate return of substantial assets to a technology company.
- Defeated a motion to dismiss in a case filed on behalf of a global executive search firm to recover unearned bonus payments, resulting in 20+ page opinion from federal judge and expedited, favorable outcome for the firm.
- Led and prevailed at a Wisconsin state law trial, securing complete dismissal of race discrimination and retaliation claims filed by a former employee of nationwide distributor of convenience store items.
- Applying a Constitutional law (ministerial exception) argument, secured a complete dismissal with prejudice for a church and its school in an employment discrimination lawsuit filed by a former employee.
- Secured summary judgment for a long-term care consulting company in an age discrimination lawsuit filed by two former employees.

- Secured summary judgment for a national association in a lawsuit alleging defamation, invasion of privacy and tortious interference, and won plaintiff's appeal of the summary judgment decision at the appellate court level.
- Prepared and argued two successful motions to dismiss lawsuit alleging breach of contract, statutory wage payment and whistleblower claims and a retaliatory discharge claim by a former employee of an air ambulance company.
- Secured summary judgment for a graphic design company in a lawsuit alleging breach of contract and fraud.
- Prepared three successful motions to dismiss and presented oral argument on last motion, which was granted by the court with prejudice, ensuring full dismissal of lawsuit alleging various wage-related claims filed against a pool supplies company.
- Prepared successful motion to dismiss and secured dismissal with prejudice of a lawsuit filed against a former company executive, based on lack of personal jurisdiction.
- Secured summary judgment for a division of an international investment bank in a sexual harassment lawsuit.
- Secured summary judgment for a national distributor of small store items in a religious discrimination lawsuit.
- Secured summary judgment and won a Seventh Circuit appeal for a nationwide retailer in a sexual harassment and retaliation lawsuit.
- Successful prosecution and settlement secured for a national hospital collection company in a breach of restrictive covenants action.
- Successful prosecution and settlement secured for a finance executive in an AAA arbitration over separation-related agreements and benefits.
- Successful defense of various-size companies and organizations in hundreds of administrative charges filed with the Equal Employment Opportunity Commission and parallel administrative state agencies alleging discrimination based on race, national origin, sex, religion, age, disabilities, marital status, and other protected categories.

### Employment Counseling/Investigation Experience:

- Conducted an investigation of a C-suite executive of an international company leading to a fulsome report and recommendation that was upheld following trial.

- Advise companies on and conduct internal investigations, including those involving high-level executives and allegations of sexual and other types of harassment, discrimination and retaliation in the workplace.
- Provide multifaceted, employment-related counseling and advice to companies, organizations and associations through all stages of the employment relationship, including the pre-hire stage, employee performance and conduct-related issues, and separations and reductions-in-force.
- Negotiate employment and separation agreements on behalf of companies and individuals.
- Conduct various employment-related trainings and seminars, including on preventing discrimination, harassment and retaliation in the workplace, leave-related matters, and workplace technology and social media.
- Review and revise employee handbooks and various stand-alone policies.

## RECOGNITIONS

- "Notable Women in Law," *Crain's Chicago Business*, 2024, 2020
- *The Best Lawyers in America*, recommended in "Employment Law – Management"
- "Notable Gen-X Leaders in Accounting, Counseling and Law," *Crain's Chicago Business*, 2022
- *Thomson Reuters*, "Stand-Out Lawyer" since 2022
- Coalition of Women's Initiatives in Law National Leadership Forum 2021, Chicago Leadership Award Winner
- Cabrini Green Legal Aid, 2021 Spirit of Generosity Award
- *Chambers USA: America's Leading Lawyers for Business*, Recognized Practitioner in "Labor & Employment" since 2021
- Leading Lawyers 2021, "Employment Law: Management" and "Labor Law: Management"
- Coalition of Women's Initiatives in Law Chicago Chapter, President, 2020
- Women, Influence & Power in Law Awards 2020, Collaborative Leadership Award winner
- *Law Bulletin Publishing Company*, "40 Illinois Attorneys Under Forty to Watch," 2017
- *Law Bulletin Publishing Company*, "Emerging Lawyer," 2015
- *Illinois Super Lawyers*, "Rising Star" in "Labor and Employment," 2013-2020
- *Illinois Super Lawyers*, recommended in "Labor and Employment" since 2021



- *Best Lawyers – Business Edition*, “Women of Influence Issue,” Spring 2017
- *Today's Chicago*, “100 Women to Watch,” 2012

## NEWS & INSIGHTS

### February 25, 2025 Event

NGE Hosts Webinar “AI In Focus: Legal Risks and Solutions for Your Workplace”

### February 25, 2025 Video

AI in Focus: Legal Risks and Solutions for Your Workplace

### January 29, 2025 Firm News

NGE Represented RecoveryOne in its Sale to TailorCare

### January 24, 2025 Firm News

Twenty-Two Neal Gerber Eisenberg Attorneys Recognized on 2025 Illinois Super Lawyers List

### September 23, 2024 Event

NGE Participates in WIPL’s 2024 Annual Conference

### August 15, 2024 Firm News

60 Neal Gerber Eisenberg Attorneys Included in 2025 *Best Lawyers In America*

### July 18, 2024 Event

NGE Attends Diversity Lab’s 2024 Moments to Movements Hackathon and 10th Anniversary Celebration

### June 6, 2024 Firm News

Neal Gerber Eisenberg Secures Nine Ranked Practice Groups and 23 Recognized Attorneys in *Chambers USA* 2024

### May 9, 2024 Event

Sonya Rosenberg Attends the Women’s Leadership Conference

### April 29, 2024 Event

Sonya Rosenberg Attends the AIJA Women’s Network Retreat and Leadership Weekend

### March 18, 2024 Event

Sonya Rosenberg Joins Coalition of Women’s Initiatives in Law and Chicago Women in IP Panel

### February 20, 2024 Firm News

Tonya Newman and Sonya Rosenberg Named to *Crain’s* 2024 Notable Women in Law

### February 16, 2024 In The Media

Journey to Law Firm Leadership: Insights from Sonya Rosenberg on Mentorship and Authenticity

### January 29, 2024 Firm News

Thirty-One Neal Gerber Eisenberg Attorneys Recognized on 2024 Illinois Super Lawyers List

### January 19, 2024 In The Media

Sonya Rosenberg Quoted in *LegalTech News* on Hiring, Staffing & Hybrid Work in 2024



**November 21, 2023 Publication**

Client Alert: Chicago's New Paid Leave Ordinance: FAQs for Employers

**August 17, 2023 Firm News**

55 Neal Gerber Eisenberg Attorneys Included in 2024 *Best Lawyers In America*

**June 1, 2023 Firm News**

Neal Gerber Eisenberg Secures 10 Ranked Practice Groups and 25 Recognized Attorneys in *Chambers USA* 2023

**May 19, 2023 In The Media**

Sonya Rosenberg Quoted in *Law360* Article, "Giuliani's Seizing On Accuser's Past Suit Could Be Risky"

**03.29.23 In The Media**

Sonya Rosenberg Quoted in the *SHRM* Article "OSHA Rule Protects Workers Who Reveal Tax Violations"

**03.09.23 Publication**

Linda Hoseman Outlines 4 Critical Benefits and Compensation Issues Facing Employers This Year in *Human Resource Executive*

**02.21.23 In The Media**

Sonya Rosenberg Quoted in Bloomberg Law Article on State Arbitration Limits

**02.20.23 In The Media**

Sonya Rosenberg and Kaytee Okon Author "Leave Policy Language: Illinois" Guide in Thomson Reuters Practical Law

**January 10, 2023 Publication**

Considerations for Employers and Group Health Plans Post-*Dobbs* Decision

**January 9, 2023 In The Media**

Sonya Rosenberg Quoted in the *ALM Law* Article "Legal Tech's Milestones for Cybersecurity and Privacy in 2022"

**December 8, 2022 Firm News**

Jason Kim, John Koenigsnecht and Sonya Rosenberg Recognized by *Crain's Chicago Business* as 2022 Notable Gen X Leaders in Accounting, Consulting and Law

**December 5, 2022 Event**

Firm Hosts Employee Benefits & Executive Comp 102 Fall Webinar Series

**October 19, 2022 In The Media**

Sonya Rosenberg Quoted in *Bloomberg Law* Article on Post-*Dobbs* Employment Litigation

**August 11, 2022 Firm News**

NGE Represents Omeda Holdings LLC in Sale to Sverica Capital Management LP

**August 10, 2022 In The Media**

NGE Team Publishes *Spiceworks* Article on Employment Tracking Software



**July 27, 2022 Event**

Lifting as you Climb: Empowering for Success

**July 27, 2022 Event**

Labor & Employment Symposium: Key Updates for Employers

**July 20, 2022 Publication**

More Limits to Restrictive Covenants on the Horizon: What Multi-State Employers Need to Know

**June 29, 2022 Publication**

Top Workplace Issues to Watch in the Second Half of 2022

**June 14, 2022 In The Media**

Sonya Rosenberg Quoted in Bloomberg Law on the Legal Risks Facing Health Care Gig Economy Workers

**June 1, 2022 Firm News**

Neal Gerber Eisenberg Secures 11 Ranked Practice Groups and 25 Recognized Attorneys in *Chambers USA* 2022

**May 26, 2022 Firm News**

NGE Successfully Obtains 501(c)(3) Tax-Exempt Status for Ukraine TrustChain

**February 25, 2022 In The Media**

Sonya Rosenberg Quoted in Bloomberg Law on Religious Exemptions to Vaccine Mandates

**February 11, 2022 Firm News**

Sonya Rosenberg and NGE Receive 2021 Spirit of Generosity Award from Cabrini Green Legal Aid

**February 11, 2022 Publication**

Client Alert: Employers Prepare for End of Mandatory Arbitration of Sexual Harassment Claims

**October 22, 2021 Firm News**

Sonya Rosenberg Receives the 2021 Chicago Leadership Award from the Coalition of Women's Initiatives in Law

**October 20, 2021 Event**

Legal Update: Issues Impacting HR Leaders

**September 29, 2021 Video**

An Update on COVID-19 in the Workplace

**August 18, 2021 Event**

The Future of Flexibility: The New Era of Legal Services for Client Service, Collaboration and Remote Work

**June 17, 2021 Publication**

Client Alert: New COVID-19 Guidance for Illinois Employers

**June 16, 2021 In The Media**

Sonya Rosenberg Quoted in Workforce.com on DOL Wage & Hour Enforcement



**May 20, 2021 Firm News**

Neal Gerber Eisenberg Secures 11 Ranked Practice Groups and 20 Recognized Attorneys in Chambers USA 2021

**May 19, 2021 In The Media**

Sonya Rosenberg Quoted in Built In on Severance Pay

**March 25, 2021 In The Media**

Sonya Rosenberg Quoted in SHRM on Workers' Comp for Adverse Vaccine Reactions

**March 24, 2021 Video**

What Do Foreign-based Employers Expanding into the U.S. Need to Know About U.S. Employment Law?

**March 22, 2021 Publication**

Sonya Rosenberg, Alex Dominguez and Alissa Griffin Publish Update to "Drug Testing Laws: Illinois"

**March 12, 2021 Video**

COVID-19 in the Workplace

**March 11, 2021 Event**

Sonya Rosenberg Moderates Panel on Promoting Women Lawyers

**February 10, 2021 Publication**

Client Alert: Why Employers Are Moving Away from Requiring COVID-19 Vaccines

**January 27, 2021 In The Media**

Sonya Rosenberg Quoted in SHRM on Employers Administering Vaccines

**December 21, 2020 Publication**

Client Alert: EEOC Guidance Sheds Light on COVID-19 Vaccines for Employers

**November 24, 2020 Firm News**

NGE Represents Shure in Acquisition of Stem Audio

**November 11, 2020 In The Media**

Sonya Rosenberg Quoted in Business Insurance on Workplace COVID-19 Testing

**October 29, 2020 In The Media**

Sonya Rosenberg Quoted in SHRM on the Off-Duty Conduct of Employees

**October 29, 2020 Firm News**

Angela Elbert and Sonya Rosenberg Selected for the Women, Influence & Power in Law Awards 2020

**October 2, 2020 In The Media**

Sonya Rosenberg Featured in *Crain's* Labor and Employment Law Roundtable

**September 8, 2020 Firm News**

Five Neal Gerber Eisenberg Attorneys Named to Crain's 2020 Notable Women in Law

**July 9, 2020 In The Media**

Sonya Rosenberg Quoted in Law360 on SCOTUS Ruling in Faith-Based Employment-Discrimination Claims



**June 8, 2020 Event**

Legal Update: Illinois Labor & Employment Law

**June 2, 2020 In The Media**

Sonya Rosenberg Quoted in SHRM Article on COVID-19 Lawsuits

**May 28, 2020 Event**

Top Three Employer Issues in the Age of COVID-19: Time Off and Pay, Physical Workplace Considerations and Workforce Reductions

**May 21, 2020 In The Media**

Sonya Rosenberg Interviewed by Chicago Lawyer on Coalition of Women's Initiatives in Law

**May 11, 2020 Publication**

EEOC Delays Collection of EEO-1 Reports Due to COVID-19

**May 11, 2020 In The Media**

Sonya Rosenberg Quoted in Bloomberg Law on Pandemic Pay Cuts

**April 30, 2020 Publication**

Employment Considerations in Illinois' Anticipated Extended Stay at Home Order

**April 21, 2020 Event**

The Paid Work-Leave Revolution: Chicago and Beyond

**April 21, 2020 Event**

Sexual Harassment: Avoiding Employer Pitfalls in the #MeToo Era

**April 9, 2020 Publication**

CDC Relaxes 14-Day Self-Quarantine Recommendation for Essential Employees Exposed to COVID-19

**April 8, 2020 Publication**

The Six Degrees of COVID-19 – Dealing with Gray Area Questions of Exposure

**March 30, 2020 Publication**

Labor Department Posts Additional FAQs on Paid Sick and Family Leave Under the FFCRA

**March 26, 2020 Publication**

Help May Be on the Way with \$2 Trillion Coronavirus Relief Package

**March 25, 2020 Publication**

DOL Issues Much Sought After Guidance on the "Fewer Than 500 Employees" Threshold and Other Questions Under the FFCRA

**March 24, 2020 Publication**

Labor Department Issues Helpful Employer Guidance on COVID-19

**March 23, 2020 Publication**

IRS Provides Initial Explanation Regarding Employer Tax Credits Under the Coronavirus Relief Act



**March 20, 2020 Publication**

Spike in Unemployment Shows Employers May Be Rushing into RIF Decisions

**March 18, 2020 Publication**

The Coronavirus Relief Bill Keeps Changing

**February 3, 2020 Firm News**

Illinois Super Lawyers 2020 Recognizes 39 Neal Gerber Eisenberg Attorneys

**December 9, 2019 Event**

Employee Privacy: New Illinois Law and Other Relevant Rules

**December 6, 2019 Firm News**

Sonya Rosenberg Named President of the Coalition of Women's Initiatives in Law Chicago Chapter

**October 22, 2019 Event**

Post-Termination Issues

**October 16, 2019 In The Media**

Sonya Rosenberg Quoted in Associated Press Article on Pregnancy Discrimination

**September 20, 2019 Event**

Women Leaders on Innovation

**June 11, 2019 Event**

Technology in Hiring: Current Trends, Emerging Law and Best Practices

**April 18, 2019 In The Media**

Sonya Rosenberg Quoted in SHRM Article

**January 28, 2019 Publication**

Client Alert: The Illinois Supreme Court Has Spoken on Biometric Privacy – And It's Bad News for Businesses

**January 7, 2019 Event**

After-Hours Use of Electronic Devices: Avoiding and Defending Overtime Pay Claims

**December 19, 2018 Publication**

Sonya Rosenberg and Alex Dominguez Publish Drug Testing Article on Westlaw Practical Law

**November 6, 2018 Publication**

A Tough Balancing Act for Employers

**November 6, 2018 Publication**

Labor: Lessons from the EEOC's Aggressive Pursuit of ADA Cases

**November 6, 2018 Publication**

Labor: Supreme Court Makes it Harder for Plaintiffs to Prevail in Harassment and Retaliation Suits

**November 6, 2018 Publication**

Social Media Update: It's Time to Give Your Policies a Fresh Look



NEAL  
GERBER  
EISENBERG

**November 6, 2018 Publication**

"Legitimate Business Interest" in Non-Compete Agreements, a Sequel: Using the Changing Law to Your Advantage

**November 6, 2018 Publication**

Watching the Detectives: A Cautionary Tale on Employee Privacy

**September 19, 2018 Event**

Top Tips for Top Risks: Insurance, Products and People

**August 24, 2018 Event**

Cyber Law & Data Privacy Tune-Up 2018

**August 13, 2018 In The Media**

Sonya Rosenberg Quoted in SHRM Article

**August 13, 2018 In The Media**

Sonya Rosenberg Quoted in *Bloomberg BNA*

**August 13, 2018 In The Media**

Sonya Rosenberg Quoted in SHRM Article

**August 1, 2018 Publication**

The Social Media Tightrope: First NLRB Decisions Show Employers Face Tough Balancing Act for Policies and Procedures

**August 1, 2018 Publication**

Labor: Beware of Election Backlash

**August 1, 2018 Publication**

A Tough Balancing Act for Employers

**August 1, 2018 Publication**

Understanding and Surviving in the NLRB's New Age

**August 1, 2018 Publication**

Love is in the Air: An Employment Attorney's Musings (or Grumbings) about Office Dating

**August 1, 2018 Publication**

Labor: Lessons from the EEOC's Aggressive Pursuit of ADA Cases

**August 1, 2018 Publication**

Legal Risk Management: What Every Manufacturer Should Do Now

**August 1, 2018 Publication**

Legal Corner: Social Media and BYOD at Work

**August 1, 2018 Publication**

Risk Management for Manufacturers: Achieving Results Through Smart Insurance and Employee Relations Practices

**August 1, 2018 Publication**

Risk Management for Manufacturers: Achieving Results with Smart Strategies

**July 27, 2018 Publication**

Risk Management for Manufacturers: Proactive Risk Mitigation

**July 27, 2018 Publication**

Proactive Employee Relations Practices = Lower Risk of Litigation for Manufacturers

**July 27, 2018 Publication**

Partner Tonya G. Newman and Associate Sonya Rosenberg authored an article for *Risk Management* entitled "Reviewed Your Policies Lately?" on February 1, 2014.

**July 27, 2018 Publication**

Legal Considerations to Avoid Disaster When Hiring Summer Temps

**July 27, 2018 Publication**

Client Alert: Employers in Illinois Take Note: Pregnancy Accommodation Amendments Go Into Effect January 1, 2015

**July 27, 2018 Publication**

Pregnancy Accommodation Amendments Went Into Effect January 1, 2015

**July 27, 2018 Publication**

Client Alert: Employers Take Note: The Supreme Court's Game-Changing Decision in *Young v. UPS* Requires Review of Pregnancy Accommodation Policies and Practices

**July 27, 2018 Publication**

BNA's International Labor & Employment Laws Treatise

**July 27, 2018 Publication**

BYOD Challenges and Solutions for the Workplace

**July 27, 2018 Publication**

ABA's FMLA Treatise Supplement

**July 27, 2018 Publication**

Sonya Rosenberg Authors Article in *TLNT*

**July 27, 2018 Publication**

Client Alert: Employers in Chicago Take Note: Impending City Ordinance to Require Paid Sick Leave

**July 27, 2018 Publication**

With So Many Paid Leave Laws, How Do You Know What Applies?

**July 27, 2018 Publication**

Drug Testing Laws: Illinois

**July 27, 2018 Publication**

Client Alert: Cook County Ordinance Expands Reach of Paid Sick Leave



July 27, 2018 Publication

Client Alert: Chicago and Cook County Paid Sick Leave Laws Go Into Effect July 1: Are You Ready?

July 26, 2018 Publication

Bring Your Own Device? Make Sure to Cover Your Security and Liability Concerns, Too

July 26, 2018 Publication

Preparing for the Next Generations of Workplace Leaders: How to Attract and Retain Talent While Minimizing Legal Risk

July 26, 2018 Publication

Making It Work: Finding Personal Time That Energizes You Can Actually Help Your Practice

July 26, 2018 Publication

What Does #MeToo Mean for HR? A Challenge and an Opportunity

July 10, 2018 Event

Legal Update: Legal Challenges and Real Opportunities for HR Leaders in the #MeToo Era

July 9, 2018 Firm News

Six Neal Gerber Eisenberg Attorneys Named Emerging Lawyers by Law Bulletin Publishing Company

July 9, 2018 Firm News

41 Neal Gerber Eisenberg Attorneys Listed in 2016 Illinois Super Lawyers

July 6, 2018 Firm News

Neal Gerber Eisenberg Partner Sonya Rosenberg Recognized Among 2017 "40 Illinois Attorneys Under Forty to Watch"

July 5, 2018 Event

Employment Law Conference

June 27, 2018 In The Media

Sonya Rosenberg Quoted in SHRM Article

May 2, 2018 In The Media

Sonya Rosenberg Quoted in SHRM Article

## LANGUAGES

Russian