

Navigating the Evolving Landscape of Employment Law: Insights and Innovations

SPEAKER BIOGRAPHIES

by order of presentation

Samantha Albrecht

*Myrtle Beach, SC
(Course Planner)*

Bio not submitted

Amy Gaffney

*Strom Law Firm
Columbia, SC*

Amy L. Gaffney is an attorney practicing with Strom Law Firm and she practices in the area of general litigation with an emphasis on employment and tort litigation and mediation. Ms. Gaffney is based in the firm's Charleston office.

Ms. Gaffney received her Bachelor of Arts, magna cum laude, from Queens University of Charlotte (formerly: Queens College) in 1991 and her Juris Doctor from the University of South Carolina in 1994. She practiced with a small firm and a large employment/management law firm prior to starting a solo practice in 1999 where she practiced until she formed Gaffney Lewis & Edwards, LLC, which became Gaffney Lewis, LLC in 2019. Ms. Gaffney joined Strom Law Firm in September 2023.

Ms. Gaffney has extensive litigation experience and for the past 29 years she has represented companies and individuals in a broad range of tort and employment matters, including collective actions for overtime and other pay-related claims. Ms. Gaffney has also conducted internal investigations and negotiated the resolution of tort and employment claims on behalf of companies, including major national retailers. Ms. Gaffney is certified as a mediator by the Supreme Court of South Carolina and has served as a mediator in a number of state and federal court matters since 1995. She also conducts trainings on various aspects of employment law and trial practice.

Ms. Gaffney is a member of the South Carolina Bar Association, the Charleston County Bar Association, the South Carolina Association of Justice (SCAJ), the American Board of Trial Advocates (ABOTA), and the National Academy of Distinguished Neutrals. She is AV rated by Martindale Hubbell and has been recognized by Super Lawyers, Legal Elite of the Midlands, Top Lawyers, and The Best Lawyers in America, which has awarded her the designation of 'Lawyer of the Year' in the area of Employment Law-Individuals in Columbia, SC on three occasions. She

is admitted to the Bar of the State of South Carolina, the United States District Court for the District of South Carolina and the United States Court of Appeals for the Fourth Circuit.

Angus H. Macaulay

*Maynard Nexsen, PC
Columbia, SC*

Angus H. Macaulay is certified as a Specialist in Employment and Labor law by the South Carolina Supreme Court. He represents management in employment litigation matters, and these include the defense of discrimination claims. Angus has also defended and prosecuted claims involving restrictive covenants such as non-competition and confidentiality agreements. As a part of his practice, he provides practical advice to employers on ways to minimize litigation risks and comply with federal and state employment laws. Angus is a frequent lecturer on employment-related topics.

Angus's practice also includes representing corporate clients in civil litigation in state and federal courts. He has represented insurers in bad faith and breach of contract actions. He has defended lending institutions from claims of civil RICO and breach of contract claims, and he has represented corporate clients in shareholder "squeeze-out" and unfair trade practice actions.

Angus is also a certified mediator. He has mediated numerous employment, business, and personal injury lawsuits.

In 2003, the University of South Carolina School of Law Alumni Association honored Angus with its Compleat Lawyer Silver Award in recognition for 14 years of practicing law. This award recognizes attorneys for "Competence, Ethics, and Integrity."

Angus has served on the boards of several local civic organizations. He was the 2012-2013 President of the South Carolina Bar, and he remains active in the Bar.

Angus is a native of Richmond, Virginia. He received his B.A. in English from Sewanee: University of the South. He received his law degree from the University of South Carolina School of Law.

Steve Dunn

*Miles Mediation
Charlotte, NC*

Steve Dunn received his Bachelors from Duke University and JD from University of NC -Chapel Hill. He practiced in Charlotte for 21 years at a boutique litigation firm representing employers. He became a certified mediator in 2009. He has been a full-time mediator since 2019.

Sheila Abron

*Fisher & Phillips, LLP
Columbia, SC*

Sheila Abron is a Partner in the Columbia office and Co-Chair of the Firm's Affirmative Action and Federal Contract Compliance Practice Group. She is committed to finding practical, real world solutions to her clients' employment law needs. She represents companies—large and small—as they navigate employment issues related to hiring, discipline, investigations, employment

discrimination, unemployment, and other related issues. Sheila provides guidance to higher education institutions on Title IX Compliance and investigations. She has extensive experience providing compliance advice to federal contractors on affirmative action and OFCCP regulations and audits. Sheila also has extensive experience working on collective actions under the Fair Labor Standards Act (FLSA) and class actions under wage and hour state laws. Sheila also provides training for supervisors and managers on harassment, Equal Employment Opportunity (EEO) compliance, the Family Medical Leave Act, diversity and inclusion, and many other areas.

Sheila is involved in various professional and community activities. She is a past president of both the South Carolina Women Lawyers' Association (SCWLA) and the South Carolina Bar Young Lawyers (SCYLD) Division. She also serves on the Board of Directors for Columbia – Society for Human Resource Management (SHRM) and the board of the National Conference of Women's Bar Associations. Sheila is active in the Richland County Bar, American Bar Association, and is a member of the Junior League of Columbia.

Prior to attending law school, Sheila was a member of store leadership for a Fortune 500 retail company, providing employee supervision and managing a variety of employee issues related to wage and hour, workers' compensation, discrimination issues, performance management, and other personnel issues.

Sheila is a 2019 recipient of the Silver Compleat lawyer Award from the University of South Carolina School of Law Alumni Association. This award recognizes alumni who have made significant contributions to the legal profession and who exemplify the highest standard of professional competence, ethics, and integrity.

She has also been named to the Columbia Regional Business Report's list of 2018 Women of Influence, Columbia Business Monthly's 2018 Best and Brightest 35 and Under, Columbia Business Monthly's Legal Elite of the Midlands in 2017 and the American Bar Association's On the Rise – Top 40 under 40 in 2018. She is also a 2018 South Carolina Super Lawyers – Rising Star and a 2019 recipient of the Leadership in the Law award. She was awarded the Johnathon Jasper Wright Award by The Honorable Matthew J. Perry Chapter of the Black Law Students Association at the University of South Carolina School of Law, is a three-time recipient of the President's Award and a four-time recipient of the Start of the Quarter award from the South Carolina Bar Young Lawyers' Division.

Nekki Shutt

Burnette Shutt McDaniel

Columbia, SC

A certified specialist in labor and employment law, Nekki Shutt has been involved in the employment / human resources field for more than 35 years, beginning with her work in the human resources department of a publicly-traded property and casualty insurance company. Nekki eventually became the company's corporate recruiter, responsible for hiring approximately 225 employees on an annual basis as well as managing its temporary workforce. This is her 29th year practicing law.

While Nekki earned her juris doctor at the University of South Carolina School of Law, she worked as a graduate assistant in what is now the Master's in Human Resources Program at the USC Darla Moore School of Business. She also clerked for the law firm that represented the insurer where she had previously been employed. Since then, Nekki has built on her human resources experience and developed a civil litigation practice with an emphasis on employee benefits (ERISA) and

employment law. From 2000 to 2005, she also was an adjunct professor at the University of South Carolina School of Law, teaching a course for third-year law students entitled “Diversity and the Law,” emphasizing social justice issues involving race, gender, sexual orientation, disabilities, and the poor. More than six years ago, Nekki, Malissa Burnette, and Kathleen McDaniel founded Burnette Shutt & McDaniel, PA, a progressive law firm with employment law, civil rights, and civil litigation as its focus. Notably, the University of South Carolina Joseph F. Rice School of Law recently selected their law firm as the recipient of 2024 Dr. Martin Luther King, Jr.’s Distinguished Service Award.

Nekki frequently has received professional recognition and honors. She is secretary of the SC Bar’s Board of Governors and in the House of Delegates. She chaired the SC Bar’s Labor and Employment Section in 2010, and has served on its executive committee for 15 plus years. For the past five years, she has been named “Lawyer of the Year” in ERISA Litigation by peers through Best Lawyers. She was the 2018 Recipient of the Civic Star Award from the Richland County Bar Association. She was a 2016 honoree by *South Carolina Lawyers Weekly* for Leadership in the Law. The University of South Carolina School of Law Alumni Association awarded her the James Petigru Compleat Lawyer Award, Silver Medallion in 2005. Her peers have selected her for inclusion in The Best Lawyers in America® 2010 to present in the field of labor and employment law. She’s also continuously educates others in her field through her writing and seminar presentations like “Modern Family I and II” on protecting LGBT clients, “Against the Wind: a history of the civil rights movement in South Carolina as told through case law and testimony,” and 10 years of the annual Fundamentals of Employment Law in South Carolina, one of the SC Bar’s Essential Series. Nekki authored the ERISA chapters in the Labor and Employment Law for South Carolina Lawyer 2007, 2011, 2019, and 2024 editions. She also is the author of a chapter on employment law for Paralegal Survival Guide, published by South Carolina Bar Association in 2010.

Nekki was one of the lead attorneys in *Condon v. Haley*, the 2014 federal lawsuit which made South Carolina the 35 state to recognize marriage equality in the country.

Micah Sturgis

Sturgis Forensics, LLC
Charlotte, NC

Micah Sturgis is the President-Owner of Sturgis Forensics, LLC, Headquartered in Charlotte, North Carolina, with a West Coast presence located in Los Angeles, California.

In 2004, Micah began his career as a Deputy Sheriff/Detective in North Carolina. Micah formed his agency’s Digital Forensic Program.

In 2016, Micah left his career in Law Enforcement to take a role as Digital Forensic Examiner at a firm located in Charlotte, North Carolina. There, he learned how to not only work civil cases, but he learned how to cultivate relationships with many Charlotte Attorneys and Law Firms.

In 2020, Micah left the private sector for a role in the Computer Crimes Division of Wells Fargo and Company. There, Micah worked with 23 other examiners across the world to Investigate Employee Theft, Embezzlement, and Malfeasance and protect against Insider Threats.

In 2021, Micah left Wells Fargo to take a role as the Director of Digital Forensics for a Private Investigations Firm.

In 2023, Micah started Sturgis Forensics, LLC, a digital forensic and eDiscovery firm.

Micah is an EnCase Certified Examiner and a Cellebrite Certified Mobile Examiner. Micah continues to keep up with the latest mobile and computer trends.