



## Elizabeth A. Livingston

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Elizabeth A. Livingston is a Senior Associate in Griesing Law, LLC's Litigation and Dispute Resolution practice group. She is a litigator with extensive experience representing a wide range of clients from public and privately-held corporations to government entities to small businesses and nonprofit organizations.

### Biography

Elizabeth brings her extensive litigation and conflict-management experience to bear on business advisement and transactional matters, and she partners with clients to navigate legal processes, develop case strategies, settle when appropriate, and craft pragmatic policies and practices for effective business and risk management. She has represented clients across a wide spectrum of industries including transportation, food distribution, franchise, medical device design and manufacturing, pharmaceutical, education, counseling and coaching, real estate, insurance and financial services industries. She regularly advocates for her clients in pleadings and motions, at depositions, at arbitration, and in administrative hearings and trials. She has drafted commercial leases, licensing agreements, website terms of use and privacy policies, conflict of interest policies, and corporate governance documents, among other transactional agreements.

Elizabeth also assists business owners and management personnel with employment issues, including recommending hiring and firing procedures, drafting and revising employee handbooks, drafting independent contractor/consulting/work-for-hire agreements, navigating wage payment and collection matters, crafting severance agreements, and considering potential liability relating to employment practices. Ms. Livingston has represented multiple clients in employment discrimination litigation, including successfully defending employers against claims of race discrimination, disability discrimination, sexual harassment, and retaliation – experience that informs the employment-related advice that she provides to clients.

In the real estate industry, Elizabeth has experience managing the Keystone Opportunity Zone application and tax exemption approval process for hundreds of business entities operating in the Commonwealth of Pennsylvania. Through this work, she negotiates with representatives from the City and State Departments of Revenue and the State Department of Community and Economic Development.

Outside the firm, Elizabeth serves as a volunteer on the Planning Committee for Preakness at the Piazza, an event that benefits the National MS Society, and with Philadelphia Diner en Blanc, an organization that celebrates Philadelphia's historic spaces and embraces spontaneity with a pop-up picnic. Elizabeth currently is a fellow in Young Involved Philadelphia's Nonprofit Board Prep Program and was chosen to participate in the Forum of Executive Women's 2016 Mentoring Circle Program, at which she will hone her leadership skills.

### Education

- Rutgers School of Law, Camden, J.D.
  - Hunter Moot Court Champion, Journal of Law & Religion, Vis International Commercial Arbitration Moot Team Member
- The University of Delaware, MA
- The College of New Jersey, BA, *magna cum laude*

### Bar Admissions

- Pennsylvania

- New Jersey
- United States District Court, Eastern District of Pennsylvania
- United States District Court, District of New Jersey

## Community Involvement

- Leadership Council on Legal Diversity  
– Fellow, 2016
- MS Society Preakness at the Piazza  
– Planning Committee Member, 2014-2016
- Young Involved Philadelphia  
– Board Prep Program, 2015
- Philadelphia Diner En Blanc  
– Table Host, 2014; Group Leader, 2015
- Mercer County Bar Association  
– Volunteer Lawyer, 2012-2013
- The Drueding Center  
– Co-Chair of Law Firm Partner Silent Auction Committee, 2010-2011
- The Anti-Defamation League  
– Coach for High School Debate Students, 2009-2010

## Training and Publications

- “Dig Deeper: Why the FLSA’s New Overtime Requirements May Impact Your Bottom Line” Author, Philly Biz, Volume 1, Issue 3, March 2016
- “What Every CEO Needs to Know About Attorney-Client Privilege” – Collaborator, The Most Important Corporate Law Lessons for CEOs, ExecSense, 2012
- “Dealing Effectively with Bullies, Rulebreakers and Unprofessional Adversaries: How to Balance Vigorous Advocacy with Ethical Constraints” – Co-Author, National Association of Minority and Women Owned Law Firms Annual Meeting, Atlanta, October 2012
- “Alternative Dispute Resolution,” “Successful Partnering Between Inside and Outside Counsel” Co-Author, Thompson Reuters/West, 2000-2011; revised 2010
- “The U.S. Supreme Court’s *Pliva, Inc. et al. v. Mensing* Closes the Courthouse Door to People Who Take Generic Drugs – For Now” – Co-Author, imPact Times, September 2011
- “The Federal Arbitration Act: Parties Must Proceed with Caution During Arbitrations” – Co-Author, The ADR Advisor, Spring 2009
- “Proceed with Caution: The Fluctuating State of ‘Manifest Disregard of the Law’ as a Ground for Vacatur” – Co-Author, The ADR Advisor, Fall 2008
- “A Bright Line Points Towards Legal Compromise: IRS Condoned Lobbying Activities for Religious Entities and Nonprofits” – Co-Author, The Rutgers Journal of Law and Religion, Spring 2008