

## *Prominent General Counsel Joins Fisher Phillips to Build Governance and Ethics Practice Group*

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For the last three decades, Ray has worked in various in-house capacities for American Honda Motor Company. He was General Counsel & Division Manager of a major operating division where he was responsible for all legal matters associated with establishing the company's only light truck manufacturing plant in the United States. Ray also served as Compliance Officer and was one of the initial members of the company's North American Diversity Committee. Most recently, he was Honda's Chief Audit Executive, overseeing the Internal Audit Division in assessing all aspects of Honda's North American operations including legal compliance systems, human resources practices and corporate governance programs. Ray will translate his in-house experience to Fisher Phillips where he will focus on governance and working with employers to create and implement efficient and effective strategies to ensure compliance with labor and employment laws. In this role, Ray will help companies identify and prioritize compliance risks while also coordinating mitigation of these risks whenever feasible.

"Ray's skillset provides exactly what the firm needs to further develop and implement a formal governance program for employers across all industries," said Steven Loewengart, Regional Managing Partner of Fisher Phillips' Columbus office. "Ray will get to know each client's unique labor and employment needs and provide customized advice and recommendations for keeping them in compliance with laws and regulations. His individualized approach will be a valuable asset to all employers seeking to implement the most effective ways to prevent and mitigate risks to their workforce and day-to-day operations."

With his unique focus on governance, Ray will also work closely with Foundations Human Resources Consulting (Foundations) the firm's wholly-owned consulting subsidiary that partners with companies to implement systems and processes to maximize human performance and provide solutions to legal, labor, and employment challenges. Ray will partner with Foundations to conduct target assessments of companies' specific needs including comprehensive reviews of all aspects of human resources. He will also assess employers from a diversity and inclusion perspective and will help them create and support the implementation of advanced programming to make their workplaces more inclusive.

"A one-size-fits-all approach does not work when it comes to employers' unique compliance issues, and this is why I place such a focus on customizing practical solutions for each individual company based on their specific labor and employment needs," said Ray. "Fisher Phillips welcomes my approach with open arms, and I look forward to joining a progressive platform where I will be encouraged to take a proactive approach to problem-solving by helping employers prevent issues before they even arise."

Ray earned his law degree from the Ohio State University College of Law where he served as Executive

Editor of The Ohio State Journal on Dispute Resolution. After law school he was an Associate at a large Ohio-based national law firm where he defended employers in a wide range of labor and employment matters including, but not limited to, Title VII, wage and hour, workplace safety, workers' compensation and wrongful termination.