

JILL HAMILL SOPHA, J.D., SHRM-SCP

Employment Attorney Mediator

jill@sophamediation.com

262-696-9333

<https://sophamediation.com/>

PROFESSIONAL EXPERIENCE

SOPHA MEDIATION LLC

April 2016 – Present

Owner and Managing Director

Jill Hamill Sopha is an Employment Attorney – Mediator. In her mediation practice, Jill combines her legal experience with her passion to help employers and employees find resolutions to workplace disputes and litigation through mediation.

Jill has been an employment attorney for more than 20 years, and has crafted resolutions to hundreds of employment disputes ranging from informal complaints to administrative charges and state and federal litigation, and covering a broad array of employment and employment-related areas.

In addition to her mediation practice, Jill is an Adjunct Professor at Marquette Law School and the University of Wisconsin – Milwaukee’s School of Continuing Education. At Marquette Law School, Jill teaches law students how to effectively advocate for their clients in a “Mediation Advocacy” workshop. Jill has also co-taught a “Negotiation” workshop. At UWM, Jill teaches HR Professionals how to conduct fair investigations and the basics of employment law.

Jill is a frequent speaker on topics involving mediation and employment law, with a particular focus on avoiding and resolving workplace conflict.

For disputes covered by the American Arbitration Association (AAA), Jill is on the panel of AAA-approved employment mediators. Jill is also an active member of the Association of Attorney Mediators (AAM).

MARQUETTE UNIVERSITY LAW SCHOOL

August 2017 - Present

Adjunct Professor, Mediation Advocacy and Negotiations (co-taught with Professor Andrea Schneider)

**UNIVERSITY OF WISCONSIN –MILWAUKEE,
SCHOOL OF CONTINUING EDUCATION**

December 2017 - Present

Adjunct Professor, Conducting HR Investigations and

Employment Law for the HR Professional

RESOLUTE SYSTEMS, INC.

Contract Mediator

2016- Present

**WISCONSIN SPECIAL EDUCATION MEDIATION
SYSTEM (WSEMS)**

Contract Mediator

2017-Present

HARLEY-DAVIDSON MOTOR COMPANY

Chief Counsel, Human Resources

January 2003 – April 2016

Jill acted as the primary strategic and day-to-day legal advisor and problem-solver responsible for ensuring fairness, consistency and defensibility of all employment actions. Specifically, Jill:

- handled all HR-related litigation, administrative charges, DOL inquiries, OSHA citations, government audits and other employment-related inquiries and disputes
- guided HR professionals daily to ensure legal compliance as well as fairness and consistent application of HR policies for thousands of employees globally
- developed and implemented the Company's global HR Compliance program
- led a team of HR professionals responsible for HR service delivery and acted as a day-to-day advocate for fair and consistent treatment of employees

Contractor/Consultant – Employment Law

2001-2002

REINHART BOERNER VAN DEUREN S.C. – Madison, WI

Associate – Labor and Employment

1999–2001

NEAL GERBER & EISENBERG LLP – Chicago, IL

Associate – Labor and Employment

1998-1999

KATTEN MUCHIN ROSENMAN LLP – Chicago, IL

Associate – Labor and Employment and Litigation

1996 – 1998

Summer 1995

EDUCATION AND BAR ADMISSIONS

UNIVERSITY OF WISCONSIN LAW SCHOOL, J.D., 1996

- Degree Awarded *cum laude*
- Senior Editor, Wisconsin International Law Journal

UNIVERSITY OF WISCONSIN BUSINESS SCHOOL, BBA (Business Administration), 1993

- Degree Awarded with Distinction

WI 1996

- U.S. District Court, Eastern District of WI 2001
- U.S. District Court, Western District of WI 2001

IL 1996 (currently inactive in IL)

- U.S. District Court, Northern District of IL 1996

CERTIFICATIONS

- **Wisconsin Special Education Mediation System (WSEMS) Mediator Training (5 days)** – September 2017
- **Mediating the Litigated Case (6 days); Strauss Institute at the Pepperdine School of Law, Malibu CA** – August 2016
- **Center for Conflict Resolution's 40-Hour Performance-Based Mediation Skills Training** – April/May 2016
- **Society for Human Resource Management – Senior Certified Professional (SHRM-SCP)** – 2015

PROFESSIONAL BOARD POSITIONS AND MEMBERSHIPS

- **Wisconsin Bar Association (WBA)**
 - Labor and Employment Law Section, Chair (2020 – Present), Vice-Chair (2019 - 20), Secretary/Treasurer (2018 - 19); Board of Directors (2017 – Present)
 - Dispute Resolution Section, Board of Directors (2017 – 20)

- **American Bar Association (ABA)**
 - Labor and Employment Law Section, Member
 - Dispute Resolution Section, 2017 Regional Coordinator for Mediation Week
 - Women in Dispute Resolution (WIDR), Member
- **Milwaukee Bar Association (MBA)**
 - Labor and Employment Section, Co-Chair (2108 - 20)
- **American Arbitration Association (AAA) Employment Mediator Panel**
- **Association of Attorney Mediators (AAM)**
- **Eastern District of Wisconsin Bar Association (EDWBA)**
- **Association of Women Lawyers (AWL)**
- **Wisconsin Association of Mediators (WAM)**
- **Labor and Employment Relations Association (LERA)**
- **Society of Human Resource Management (SHRM)**

VOLUNTEER BOARD EXPERIENCE

META HOUSE, Board Engagement Director (2019 – Present), Board Member (2015 – Present)

Meta House is a Milwaukee-based non-profit organization that provides unique treatment settings and a continuum of care to meet the needs of women and their children during the process of recovery from drug and/or alcohol abuse.

PEARLS FOR TEEN GIRLS, INC., Board Member (2005 - 14)

PEARLS is a Milwaukee-based non-profit organization that serves at-risk girls. PEARLS helps girls achieve in school, avoid teen pregnancy, and use their personal power to achieve their goals and dreams.