



# EPT LEGAL LLC

EMPOWERING PEOPLE THROUGH TRAINING, INVESTIGATIONS,  
COACHING AND CONFLICT RESOLUTION

## OUR CORE MISSION

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We are a firm that resolves workplace issues through coaching, compliance and conflict resolution

## ABOUT OUR FOUNDER

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Employment attorney, Elena Paraskevas-Thadani, Esq. is the President and Founder of EPT Legal LLC. She has practiced law for over 25 years and is a former equity partner of the largest global employer and labor practice in the world. She represented employees and employers in complex and multi-party class action, wage and hour, and discrimination lawsuits in federal and state courts. She brings this experience to resolve workplace issues for her clients by conducting investigations, facilitating trainings, and as a mediator, arbitrator, and professional coach. Elena also successfully represented companies undergoing Department of Labor, Attorney General, EEOC and other government agency audits and investigations.

## QUALIFICATIONS

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- Language Capabilities:
  - English, Bengali, Bulgarian, Greek, Russian and knowledge of Hebrew and American Sign Language.
- Private Investigator (Licensed by the New York Department of State)
- Association of Workplace Investigators Certificate Holder (AWI-CH)
- Title IX Investigator Certified and Title IX Hearing Officer Certified
- Certified New York State Mediator
- Licensed in New York, New Jersey, California, Connecticut and Washington D.C.

## CORE CAPABILITIES

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### Training

EPT Legal is committed to building inclusive environments through interactive trainings. EPT Legal has experienced trainers having conducted and developed hundreds of Equal Employment Opportunity, Diversity and Inclusion, professional conduct, nonharassment, litigation avoidance and other compliance training programs for companies in many industries nationally. Our trainers bring several decades of litigation experience to their trainings, and develops and delivers fun, educational, interactive, and customized programs.

### Investigations

EPT Legal's team have investigated hundreds of allegations involving discrimination, harassment, misconduct, or wrongdoing against C-Level and other executives. Our investigation team includes Association of Workplace Investigators Certificate Holders (AWI-CH) and our firm is also licensed by New York State as a Private Investigator.

### Culture Audit

We define culture as shared values and perceptions of employees that affect their work environment. Our trained auditors have conducted and advised on culture assessments in many industries, including the financial industry and nonprofits.

## COMPANY INFO

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EPT Legal LLC  
403 Main Street, PO Box 689  
Armonk, NY 10504

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## Our Team

(Click on each picture to view their bio)



Elena Paraskevas-Thadani,  
Esq., AWI-CH  
President & Founder



Allison Ianni, Esq.  
Co-Head of  
Investigations



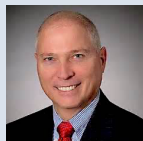
Najmah James, J.D., AWI-CH  
Investigator, Mediator, &  
Coach



Naveen Kabir, Esq., AWI-CH  
Senior Investigator



Debra Osofsky, Esq.  
Senior Investigator



Jim Tampellini, Esq., AWI-CH  
Senior Investigator



Jessica Rinaldi, Esq., AWI-CH  
Senior Investigator &  
Facilitator

## Point of Contact

Elena Paraskevas-Thadani, Esq.,  
President

[ept@eptlegal.com](mailto:ept@eptlegal.com) (914) 940-3526

[www.eptlegal.com](http://www.eptlegal.com)

[www.workplaceadr.com](http://www.workplaceadr.com)

## Professional Coaching

EPT Legal has certified executive coaches specialized in working 1:1 with company leaders, C-Level executives, company leaders, and service professionals to help them manage their teams more effectively, communicate effectively while minimizing conflict, build their influence in their field, and increase their business development success.

## Dispute Resolution, Arbitration and Mediation

EPT Legal has trained mediators who specialize in dispute resolution. Elena is an experienced arbitrator and mediator certified by the United States District Court for the Southern District of New York and by the New York Peace Institute. She specializes in mediating pre-litigation matters when parties are still in the workplace and employment cases such as wage and hour disputes, discrimination, whistleblower, and harassment matters. She serves on the United States District Court Eastern District of New York mediation and arbitration panels.

## Workplace Ombudsperson and Facilitating Interpersonal Conflict

We leverage our experience as neutrals to serve our clients as trained Ombudspeople. An Ombuds helps resolve workplace conflict, facilitates difficult and restorative communications and serves as a point person for complaints. For organizations who are looking for a solution to support their Human Resources or Employee Relations Team, or who are too small to have an internal team of their own, our external Ombuds team can assist.

## International Capabilities

We also help clients in the U.K., Australia, China, India, Canada, and Continental Europe by leveraging our colleagues at our international affiliate, Byrne Dean based in the UK.