

## Contact

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[www.linkedin.com/in/grissel-seijo](http://www.linkedin.com/in/grissel-seijo)  
(LinkedIn)

## Top Skills

Regulatory Compliance  
Contract Management  
Document Drafting

## Languages

Spanish (Native or Bilingual)

## Honors-Awards

Super Lawyers - Rising Star  
2015-2016  
Fordham School of Law In House  
Rising Star  
Founders Award

## Publications

Got A Minute (How To Conduct  
Investigations and Avoid the  
Dreaded Discrimination Law)  
The Dos and Donts of Holiday  
Celebrations  
Are Your Company's Policies  
Complying With The NLRA  
EEOC Issues Updated Enforcement  
Guideline Regarding Pregnancy  
Discrimination  
Increasing the Enforceability of  
Employee Restrictive Covenants

# Grissel Seijo

Results-driven global executive with over 16 years of legal and business experience spanning law firm and in-house positions in media, entertainment, retail and restaurant industries. Fluent in English and Spanish.

New York City Metropolitan Area

## Summary

Grissel Seijo has over 20 years of legal advocacy and psychological counseling experience, spending the last decade as an employment, labor and diversity, equity and inclusion counsel in Florida and New York.

As Sr. Director, Employment Legal at Discovery Communications, Ms. Seijo dedicates her time to counseling the business on a wide variety of topics from hiring, recruiting, retention, training, coaching, progressive discipline and making effective choices for company operations.

Ms. Seijo's expertise also extends to employment-related documents and learning materials, drafting, negotiation and implementation of employment contracts, separation agreements, executive compensation packages, restrictive covenants, and employee handbooks. She is also a sought after lecturer and writer, focusing on topics such as hiring/firing, corrective actions, internal investigations, diversity and inclusion, wage and hour issues, employment policies, restrictive covenants, and compliance.

Born and raised in the South Bronx, Ms. Seijo is a founding board member of the Líderes Board of LatinoJustice PRLDEF, one of the oldest non-profit civil rights organizations focusing on education, voting rights and immigration issues for Latinos. She is a strong supporter of peer networking and education as a pathway to success and an active mentor helping to prepare law students for the Florida and New York bar exams.

Currently, the Chair of a Latina Commissioner of the Hispanic National Bar Association, she actively looks to diversify the practice of law in corporations, law firms and at law schools.

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## Experience

### Warner Bros. Discovery

Senior Director, Counsel, Employment Law

December 2021 - Present (1 year 5 months)

United States

Senior Director of global media and entertainment company in charge of North America employment legal (counseling, agreements, ERISA plans, litigation and immigration) for Discovery, Scripps Networks Interactive, OWN and MotorTrend Group

# Supervise integration of Americas employment functions in \$48B merger of media companies

# Oversee immigration, employment, and litigation matters for North America

### Restaurant Brands International (NASDAQ: QSR)

Counsel, Employment, Diversity and Inclusion, US and International

February 2018 - December 2021 (3 years 11 months)

Miami/Fort Lauderdale Area

Domestic and international employment counsel and Diversity & Inclusion Officer for a publicly traded restaurant business leading counseling, litigation, global mobility, executive compensation and agreements.

# Led employment legal in US, Latin America, EMEA and APAC

# Created and implemented cross functional global diversity and inclusion programs for franchisees,

employees, marketing, and community-based programs

# Managed litigation budget of \$300,000

### Little Mendelson

Associate Attorney

July 2015 - February 2018 (2 years 8 months)

Miami, Florida

Senior Associate in the world largest employment law firm representing international corporations throughout North America, Latin America and the Caribbean.

# Represented retailers Walmart, Target and Darden corporations throughout North America

# Build book of business totaling \$250,000 annum

# Won full defense verdict on an American Discrimination Act claim for pediatric hospital

- Successfully second chaired a full defense jury verdict trial with multi-million-dollar exposure.
- Developed \$150K book of business with domestic and international scope.
- Led team of attorneys that provided international and cross-border employment advice and counseling to multinational companies with a presence in U.S. and Latin America and/or the Caribbean.
- Oversaw work of junior associates and paralegal team.
- Served as a strategic partner for the creation and implementation of an affinity group domestic recruiting program.

### Hudson & Calleja, LLC (formulated by former Zumpano Castro Partners)

Partner

May 2011 - June 2015 (4 years 2 months)

Miami and New York City

Co-founder of the employment practice group focused on counseling medium and large cap companies on employment law compliance and litigation.

# Achieved full defense verdict through appeal for JP Morgan Chase in several employment litigation

# Oversaw multiple Department of Labor audits for large pharmaceutical client

### Akerman Senterfitt

Associate Attorney

March 2010 - May 2011 (1 year 3 months)

Miami, Florida, United States

Associate Attorney serving as outside employment compliance counsel to hospitality and restaurant businesses.

# Successfully defended hospitality and restaurant clients in civil and regulatory proceedings

# Implemented creative litigation solutions for corporate clients

### Winston & Strawn LLP

Associate Attorney

September 2006 - January 2010 (3 years 5 months)

New York, United States

Litigation and Employment Associate Attorney litigating in criminal and civil court as well before several regulatory agencies.

• Successfully represented Dooney & Burke in Foreign Corruption Practice Act criminal claim

• Advised Lefrak corporation during union negotiations and labor strike

- Created and implemented labor free workforce programs, managed a non-profit strike response, and assisted in the negotiation of new collective bargaining agreements.
- Strategically partnered with clients to ensure their compliance with employment laws (Title VII, FMLA, ADA, ADEA, Whistleblower Act, and OSHA).
- Advised corporate human resource teams on internal investigations.

## U.S. Equal Employment Opportunity Commission

### Legal Intern

January 2006 - May 2006 (5 months)

New York, NY

Drafted decisions and summary judgment notices for Charges of Discrimination pending before Administrative Judge. Reviewed complainants' files and made recommendations on hearings. Administrative duties as assigned.

## Fordham University School of Law Tax Clinic

### Legal Intern

September 2005 - May 2006 (9 months)

New York, New York

Represent indigent clients before District Court, Tax Court and Internal Revenue Service

## Winston & Strawn LLP

### Summer Associate

May 2005 - August 2005 (4 months)

New York, NY

Drafted pleadings for labor and employment litigations, conducted legal research and analysis and drafted legal memoranda re the same.

## Morgan Stanley

### Legal Intern

September 2004 - April 2005 (8 months)

Served as a legal intern for international compliance with Bosley recommendations on trades.

## Bronx Supreme Court

### Legal Extern for Hon. Sallie Manzanet-Daniels

September 2004 - December 2004 (4 months)

Bronx, NY

Conduct legal research and analysis; draft legal memorandum regarding the same

Pfizer, Inc.

Legal Internship

May 2004 - August 2004 (4 months)

New York, NY

Drafted Position Statements for EEOC proceedings; drafted legal memoranda regarding employment issues; conducted extensive legal research regarding compliance with regulations in pharmaceutical advertising and drafted legal memorandum regarding the same.

Bronx Supreme Court

Mediator

January 2004 - May 2004 (5 months)

Bronx, NY

Served as mediator in Bronx Supreme Court with regards to small claims proceedings.

IBM

Corporate Intern

May 2003 - August 2003 (4 months)

White Plains, NY

Assisted in creating a training manual comparing damages available in the United States to Latin American countries. Participated in the commissions review team by researching and writing memoranda of law, and proposing policy changes to salary

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## Education

Fordham University School of Law

Doctor of Law (J.D.), Law · (2002 - 2006)

Teachers College, Columbia University

MA, EdM, Psychological Counseling · (1996 - 1999)

Columbia University

BA, Psychology, Spanish · (1989 - 1993)