



Keith R. Black, Esquire

Keith Black is the founder and Principal at Employment Practices Outsourcing. Keith is a seasoned human resources executive, management consultant, and labor/employment law attorney. His background includes many years of multi-industry experience in employment litigation, legal compliance, HR leadership, HR design and transformation, M&A due diligence, and labor relations.

Mr. Black practiced labor and employment law for prominent national law firms in San Jose, California (Littler) and Philadelphia, Pennsylvania (Blank Rome) for eight years. In that capacity, Mr. Black represented management in all facets of labor and employment law, including, employee pay practices, equal employment opportunity and civil rights, leaves of absence and disability issues, proactive employee relations policies and practices, protecting corporate assets through non-compete and non-solicitation agreements, M&A due diligence, union-free workplace training, defending union election campaigns, and conducting collective bargaining negotiations.

Mr. Black then joined the legal department of Zeneca Corp. in the capacity of Employment Counsel, serving as the company's dedicated legal representative for all labor and human resources functions. Mr. Black combined his legal and human resources expertise in working to ensure the smooth integration of HR, labor, and employment law matters following the merger of Astra and Zeneca.

Keith then spent several years with AstraZeneca as a human resources Manager and Director before proposing, designing and leading the Employment Practices functional area within the human resources department. That unit was responsible for coordinating AstraZeneca's practices and responses to issues such as performance and misconduct, harassment prevention training, policies and procedures, workplace investigations, management training, exit interviews and employee engagement.

Mr. Black moved on to serve as Vice-President of Human Resources and General Counsel for DecisionOne Corporation, a \$200 million technology support company owned by a private equity firm. In that role, Mr. Black was responsible for transforming the organization's human resources function, adapting it to the challenges and constraints facing the business, and introducing cost-effective measures which significantly impacted the bottom line. Keith then served as Vice-President of Human Capital Consulting for Aon Consulting. In that role, Keith worked closely with Aon's Corporate Transactions team, performing HR and labor/employment law due diligence analyses.

Most recently, Mr. Black has specialized in HR transformation – assuming HR VP and CPO roles with organizations that had no functional or effective human resources infrastructure. Mr. Black was brought on board by these organizations to assess the current state of the HR function, analyze the needs of the business (and what role human resources could and should play in meeting those needs), and design, staff, and lead an effective, responsive human resources function that was aligned to the overall business strategy of the entity. Mr. Black was named 2017 Delaware Valley HR Person of the Year and his team was selected as a finalist for the 2019 Philadelphia HR Department of the Year Award.

Mr. Black also serves as a faculty member in Villanova University's Master's Program in Human Resources Development, teaching Employment Law and Foundations of Strategic HR Management. Keith received a B.A. in Labor and Industrial Relations from Penn State University and a J.D. from Villanova University School of Law. Mr. Black is a member of the state bars of California and Pennsylvania.