

MICHAEL BEST

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Michael Best & Friedrich LLP
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February 26, 2013

VIA ELECTRONIC MAIL Don.Natzke@milwcnty.com

Don Natzke

Re: Consideration for Membership of the Milwaukee County Commission for Persons with Disabilities

Dear Don:

Thank you very much for the Commission's consideration of my candidacy as a possible member for the Milwaukee County Commission for Persons with Disabilities. As you know, I have a long history of being involved in organizations that help individuals with disabilities in the Greater Milwaukee Area. I had the great pleasure of serving as a Board member for *IndependenceFirst* from 2002 through 2008 and was honored to having served as *IndependenceFirst's* Vice Chair from 2003 to 2005 and Board Chair from 2005 to 2007. In addition, I have greatly enjoyed my Board membership and Presidency with the Wheelchair Recycling Program now known as *IndependenceFirst* Mobility Store. Both of these organizations do great work in Milwaukee and I was proud to be associated with them.

I also enjoyed working with you, Don, while you were on the Board of Wheelchair Recycling Program and I hope you are as proud as I am that they found a new home with *IndependenceFirst* that will ensure their continued important contributions to Milwaukee, Madison and Wisconsin in general.

My interest in disability rights issues stems from my own personal experience. As you know, I am a bilateral amputee. I certainly have not let my disability hinder my accomplishments and achievements. Eric Hobbs told me about the important and good works that the Commission has done in the County and I would be honored if the Commission chose to select me as a Board member. I am enclosing a copy of my bio for your consideration. Certainly, I welcome answering any questions the Commission may have.

If you have any questions, simply contact me and we can arrange a time to meet if required. Otherwise, I understand that I am welcome at the next Board meeting this coming Monday and look forward to meeting the Commission members at that time.

Sincerely,

MICHAEL BEST & FRIEDRICH LLP



Luis I. Arroyo

LIA:srp

Enclosure

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Law Practice

Luis Arroyo is a member of the Labor and Employment Practice Group and the Education Focus Group. Mr. Arroyo served as a Judicial Intern to Judge Jon P. Wilcox at the Wisconsin Supreme Court during law school at the University of Wisconsin-Madison.

Mr. Arroyo counsels K-12 school districts on an array of issues involving: student/faculty discipline, open records/meetings law, student and faculty disability accommodation issues, IDEA & §504 issues, general policy development and drafting student and staff handbooks. Mr. Arroyo has handled administrative cases before the Wisconsin Department of Public Instruction ("DPI") and the Wisconsin Division of Hearings and Appeals regarding special education due process hearings and DPI complaints.

In addition to helping K-12 school districts on school-related matters, Mr. Arroyo's experience includes handling and assisting with cases before the Equal Employment Opportunity Commission, the Labor and Industry Review Commission, the Wisconsin Employment Relations Commission, the Department of Workforce Development, the Eastern and Western District Courts and the Seventh Circuit Court of Appeals regarding race, age, sex, national origin, disability claims, worker's compensation claims and unemployment compensation matters. He also conducts diversity awareness and training programs tailored to fit the individual needs of each employer.

**Professional
Activities**

- Member, Wisconsin and Milwaukee Bar Associations
- Member, Board of Directors, Wisconsin School Attorney's Association
- Guest lecturer, Marquette University, Cardinal Stritch University and the University of Wisconsin-Madison on issues of school law.

**Honors and
Recognitions**

Mr. Arroyo was recognized as a "Rising Star" by *Super Lawyers Magazine* in the area of Employment and Labor Law from 2006-2008.

Community Involvement

- Board Member, Wheelchair Recycling Program
- Member, Board of Directors for Independence *First*
- Vice President, Transition Center for Youth Board of Directors

Speeches

- Presentation, "Higher Education Opportunity Act Workshop: A Status Check for Your College," Wisconsin Association for Career & Technical Education, September 2009
- Presentation, "Student Background Record Checks of Students Enrolled in Education Programs," Wisconsin Association of Colleges for Teacher Education, March 2009
- Presentation, "What Business and HR Leaders Need to Know About Protecting their Confidential Information," Trade Secrets and Pocketbook, July 2008
- Presentation, "My Space = My Business? Not Likely! Emerging Employment Policy Trends Related to Hiring, Monitoring and Disciplining Employees for E-Mail, Blogging, Web Development, and Other Non-Employer-Sanctioned Electronic Communication," April 2008
- Presentation, "Bong Hits for Jesus, Be Happy Not Gay, and My Space.com Oh My; What You Need to Know About the First Amendment Rights at Public Schools," WASB/WSAA Legal Seminar, October 2007
- Presentation, "Public Schools," WASB/WSAA Legal Seminar, October 2007
- Presentation, "Update on Free Speech, Open Records and Open Meetings Laws in Wisconsin," September 2007
- Presentation, "You've Just Been Sued, Now What? A Crash Course in the Process and Pitfalls and Growing Challenges in Successfully Defending Against Employment Discrimination Claims," May 2007
- Presentation, "Against Employment Discrimination Claims," May 2007
- Presentation, "I-Pods, Blogging and E-Romance, Oh My! Explore Hot Topics in E-Communication, Association of Corporate Counsel Mini Conference," September 2006; National Public Employer Labor Relations Association Annual Meeting, April 2007 Conference, September 2006; National Public Employer Labor Relations Association Annual Meeting, April 2007
- Panelist, "The First Amendment in Government Practice, State Bar of Wisconsin Seminar," September 2006
- Presentation, "First Amendment Issues in Municipal Employment," Wisconsin League of Municipalities Municipal Attorney Institute, June 2006
- Presentation, "Enforcing and Defending Non-Competition Agreements: What You Need to Know," June 2005
- Presentation, "Practical Advice and New Developments In Special Education in Wisconsin"; Including IDEA 2004, Lorman

Education Seminars, April 2005

- Presentation, "Catch Me If You Can: Arrest and Conviction Record Law in Wisconsin," June 2004
- Presentation, "FMLA Update, Council on Education in Management," November 2003
- Presentation, "Personnel Law Update, Council on Education in Management," August 2003
- Presentation, "When Johnny Comes Marching Home: An Overview of USERRA," May 2003
- Presentation, "Top 10 Practical Tips in Employee Discipline," May 2002
- Presentation, "Legal Issues Affecting Choice and Charter Schools," November 2001
- Presentation, "Accommodating Employees with Psychological Disabilities," with Lorman Education Services, March 2001
- Presentation, "A Guide to Wisconsin's Open Records Obligations," October 2000
- Presentation, "Public School District Obligations to Children in Private Schools," May 2000
- Presentation, "A Guide to Background Checks," December 1999
- Presentation, "Hiring Applicants with Arrest and Conviction Records," December 1999
- Presentation, "Y2K Alert – Top Tips for Avoiding Trouble," 1999
- Presentation, "School Law in Wisconsin," National Business Institute Seminar, October 1999
- Presentation, "ADA and Section 504 Accommodation Issues," 1998

Publication

- Co-author, "Public Records Request: Redaction, Who's Paying?" Michael Best Client Alert, July 2012
- Co-author, "Keeping Your Workforce Working During the Immigration Reform Protests of 2006," Michael Best Client Alert, 2006
- Author, "Tenure and Termination," *Public HR Magazine*, Volume II, Number I, February 26, 1999

Education

- University of Wisconsin Law School (J.D., 1998)
- University of Wisconsin – Madison (M.S., Education Administration, 1998)
- University of Wisconsin – LaCrosse (B.S., 1994)

Bar Admission

- Wisconsin, 1998

Court Admission

- U.S. District Court for the Western District of Wisconsin, 1998