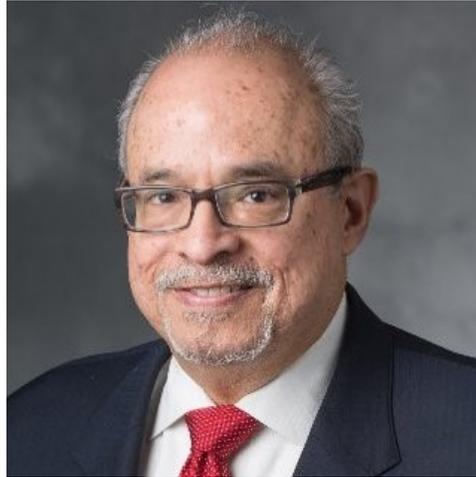


RAFAEL MEDINA

Rafael Medina began his career as an attorney for the National Labor Relations Board in San Juan, Puerto Rico, where he worked for four years. After leaving the NLRB, he worked at a small boutique law firm in San Juan representing employers in the transportation and maritime industry.

In October 1991, Rafael joined in the Labor & Employment the United States. In 1994, he business by providing labor of the company's expansion was named Managing Counsel and was responsible for matters for McDonald's and its

Since 2007, Rafael Medina has Employment Practice Group manages a large volume of DOL and other government agencies, as well as oversees active litigation matters across the country. Rafael is also the practice group liaison on all diversity issues within McDonald's.



McDonald's Corporation as an attorney Practice Group primarily assigned to began to support the Latin America relations counseling during the height throughout the market. In 1998, Rafael assigned exclusively to Latin America oversight of all labor and employment subsidiaries.

headed all litigation for the Labor & for McDonald's. In this capacity, he administrative charges from the EEOC,

Rafael serves on the Executive Committee of the National Employment Law Council where he provides support in establishing the strategic priorities of the organization. At McDonald's, NELC, and beyond, Rafael provides regular mentorship of new attorneys in the employment law and in-house counsel spaces. His commitment to the development of diverse attorneys – both in and outside of McDonald's – is unparalleled. In recognition of this service, NELC presented Rafael with the prestigious Randall Robertson Award. This award is named after one of the NELC's Founders and is granted to an in-house counsel who has manifested the spirit of Randall Robertson by diligently supporting the growth, development, and mentoring of diverse attorneys serving as outside labor and employment counsel. NELC also recently established the Rafael Medina In-House Counsel Scholarship Fund, aimed at supporting in-house counsel in their developmental endeavors through attendance at NELC programs.



Rafael graduated with honors from Tufts University and received a J.D. from the University of Pennsylvania. Rafael is a member the Bar Associations of the States of Illinois, Florida, Pennsylvania and the Commonwealth of Puerto Rico. Rafael is a regular guest speaker and panelist on Compliance, Litigation, Social Media, Wage & Hour and Diversity issues.