



Susanna M. Fultz

Associate

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OVERVIEW:

Susanna is a member of the firm's [Employment](#) and [Litigation](#) practice groups with more than a decade of experience. She exclusively devotes her practice to employment law matters. Susanna works closely with employers, providing solutions to a myriad of employment issues while helping them to mitigate risk.

As an employment law counselor, Susanna advises clients on matters relating to the American with Disabilities Act, Fair Labor Standards Act, performance and conduct related issues, workplace harassment investigations, state and federal discrimination regulations and more. She helps employers manage their internal operations to ensure best practices in accordance with state and federal employment laws and regulations. For example, Susanna regularly drafts documents such as handbooks and employee policies.

In her employment litigation practice, Susanna represents employers on matters ranging from non-compete agreements, separation and severance agreements, employment contracts and discrimination matters. She has experience practicing before state and federal court, the Pennsylvania Human Relations Commission and the Equal Employment Opportunity Commission.

Susanna takes pride in offering ethical and effective legal counsel to achieve the best outcomes for her clients. She is also responsive to client inquiries, ensuring timely communication and exceptional service throughout the process. In addition to counseling employers, Susanna is involved with the Berks County Bar Association as chair of its employment law section. She frequently presents on a variety of employment law matters such as wage and hour issues and workplace harassment investigations.

Susanna is a graduate of the University of Delaware and Washington & Lee University School of Law. While in law school, Susanna interned at the United Nations in Vienna, Austria, and participated in several international clinics in Europe and Asia. After graduating from law school, Susanna served as a judicial law clerk to the Hon. A. Joseph Antanavage and then to the Hon. James M. Lillis in the Berks County Court of Common Pleas. She joined private practice in 2018. Susanna and her husband reside in Reading. She enjoys sports and hiking and loves to travel.

EDUCATION:

- Washington and Lee University School of Law, J.D.
- University of Delaware, B.A., cum laude

ADMISSIONS:

- Pennsylvania
- U.S. Supreme Court
- U.S. District Court for the Eastern District of Pennsylvania
- Pennsylvania Supreme Court

PRACTICE AREAS:

- Employment
- Litigation
- Labor Law
- Employment Litigation
- Employment Training and Professional Development

COMMUNITY INVOLVEMENT:

Berks County Bar Association

Chair of Employment Law Section, Former President of Young Lawyers Section

ReadingFilm

Former Board of Directors

Endlich Law Club

Former officer

Reading Liederkrantz

Former second vice president on the board of directors

PRESENTATIONS:

- "Managing Remote and Out-of-State Employees: Policies and Best Practices", 42nd Annual Barley Snyder Employment Law Seminar (May 2025)
- "Agency Charges 101: Navigating EEOC & PHRC Investigations with Confidence", 42nd Annual Barley Snyder Employment Law Seminar (May 2025)
- "Trump 2.0: New Administration, New Employment Laws", Hubric Resources Virtual Webinar (March 2025)
- "A Workshop on the Often Overlooked But Important Employment Policies & Practices," Co-presenter, 41st Annual Barley Snyder Employment Law Seminar (May 2024)
- "What is Undue Hardship Anyway?" Co-presenter, 41st Annual Barley Snyder Employment Law Seminar (May 2024)
- "Employee Handbooks: Avoiding Common Mistakes," Greater Reading Chamber Alliance (June 2023)
- "Effective Workplace Harassment Investigations," 40th Annual Employment Law Seminar (May 2023)
- "HR in the COVID World," Berks Community Television (BCTV) (March 2022)
- "Wage and Hours Laws Updates," Berks Community Television (BCTV) (January 2020)

RECOGNITIONS:

- Best Lawyers: Ones to Watch in America, Labor and Employment Law - Management (2025) and Litigation - Labor and Employment (2024, 2025)

RELATED NEWS:

- EEOC's New Harassment Guidance: What Employers Need to Know
April 30, 2024
- EEOC Issues Final Regulations on Pregnant Workers Fairness Act
April 22, 2024
- EEOC Proposes New Enforcement Guidance on Harassment in the Workplace to Protect Employees
October 2, 2023
- Reminder To Review Employment Arbitration Agreements
August 2, 2023

- Barley Snyder Attorney EmmaRose Strohl Elected to Serve on Berks Community Television Board of Directors
July 10, 2023
- DOL Issues New Proposed Independent Contractor Classification Rule
October 12, 2022
- EEOC Updates Guidance on Employer Use of Assessment Software, Algorithms and AI
June 23, 2022
- EEOC Updates Guidance on Caregiver Discrimination
March 18, 2022