



EMILY R. GNAM, J.D.

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EXPERIENCE

Emily Gnam joined our legal team in 2026 after 27 years in the private sector. She brings a wealth of expertise in management-side employment law, traditional labor law, and human resources strategies. As a collaborative team builder, thoughtful advisor, and creative problem solver, Emily reflects Lake Effect's core mission, vision, and values.

Emily spent the bulk of her career at TruStage (formerly CUNA Mutual Group), where she worked closely with the human resources team and provided practical legal and HR advice to leaders across the company. In her role, Emily also conducted and managed workplace investigations and complex employee relations, benefits, and leave matters. Emily is committed to helping employers explore practical solutions that mitigate legal risk while advancing an organization's strategic goals and unique culture.

Before joining TruStage, Emily practiced at Foley and Lardner, where she advised clients on labor and employment law and handled general corporate litigation. Emily has represented employers before federal, state and local administrative agencies, arbitrators, and in state and federal trial and appellate courts.

Professional Affiliations

- State Bar of Wisconsin, Labor & Employment Section
- American Bar Association



Bar & Court Admissions

- Wisconsin (1996)
- U.S. District Court, Western District of Wisconsin (1996)
- U.S. Court of Appeals for the Seventh Circuit (1998)

Education

- University of Alabama School of Law, magna cum laude (J.D. 1996)
Order of the Coif
- Vanderbilt University, Nashville, TN, magna cum laude (B.A. 1993), English and History Majors, African American Studies Minor, Phi Beta Kappa

Community Involvement

Outside of work, Emily is active in the Madison community, serving on multiple public boards and commissions with the city, and serving various nonprofit organizations in volunteer and board member roles.

Personal

Emily lives in Madison with her spouse, dog Lucy and a small flock of backyard chickens. Emily is a proud mom to Gen Z twins who are both pursuing graduate degrees. She enjoys exercise, puzzles, music, reading and almost all kinds of sports.