

SAMANTHA J. PRINCE

150 South College Street, Carlisle PA 17013 | (717) 240-5286 | sjp15@psu.edu

ACADEMIC EXPERIENCE

PENN STATE DICKINSON LAW

Assistant Professor of Law (2021 - present)

Courses: Business Entities I, Entrepreneurship Law: Company Creation, Entrepreneurship Law: Operational Issues, Independent Study (Business related), Legal Analysis & Writing I and II

Director of Legal Analysis & Writing (2021 - present)

Oversaw the operations and administrative functions of the law school's Legal Analysis & Writing program, taught in the legal writing curriculum, and collaborated with faculty teaching upper-level legal writing courses.

Associate Professor of Lawyering Skills and Entrepreneurship (2016 - 2021)

(Contract position – no scholarship requirement)

Courses: Business Entities I, Business Negotiation Competition, Entrepreneurship Law: Company Creation, Entrepreneurship Law: Operational Issues, Independent Study (Business related), Legal Analysis & Writing I and II, Problem Solving II and III

Adjunct Professor (2004 - 2015)

Courses: Advanced Corporate Tax Seminar, Business Entities I, Corporations, Corporate Taxation, Entrepreneurship Law: Company Creation, Entrepreneurship Law: Operational Issues, Federal Income Taxation

WIDENER COMMONWEALTH LAW SCHOOL

Adjunct Professor (2002 - 2015)

Visiting Professor (2003 - 2004)

Courses: Business Organizations I and II, Corporate Taxation, Federal Income Taxation, Small Business Planning, Securities Regulation, Taxation of Business Enterprises

EDUCATION

GEORGETOWN UNIVERSITY LAW CENTER | Master of Laws in Taxation

WIDENER COMMONWEALTH LAW SCHOOL | Juris Doctor

Honors: *cum laude*

Member of the Widener Law Journal

MUHLENBERG COLLEGE | Bachelor of Science, Chemistry

Minor: Political Science

WMUH FM Radio: Board Member (Music Director)

PUBLICATIONS & SCHOLARLY WORK

ARTICLES & ESSAYS

An LLC by Any Other Name is Still Not a Corporation (draft August 3, 2023 with Joshua P. Fershee)

https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4534991

Deducting Dobbs: The Tax Treatment of Abortion-Related Travel Benefits, 98 TULANE L. REV. ___ (forthcoming Nov. 2023)

ERISA Plan Fiduciaries and ESG Factors, THE REGULATORY REVIEW, A publication of the Penn Law Program on Regulation, April 26, 2023, <https://www.theregreview.org/2023/04/26/prince-erisa-plan-fiduciaries-and-esg-factors/>

Megacompany Employee Churn Meets 401(k) Vesting Schedules: A Sabotage on Workers' Retirement Wealth, 41 YALE L. & POL'Y REV. 1 (2022).

Employee Turnover & Partial Plan Terminations, 2022 NYU REV. OF EMP. BENS. & EXEC. COMP. 6-1 (Oct. 2022).

The Shoe's About to Drop for the Gig Economy: Understanding the Current Worker Classification Landscape in Preparation for a Changed World, 52 MEM. L. REV. 627 (2022).

The AB5 Experiment – Should States Adopt California's Worker Classification Law?, 11 AM. UNIV. BUS. L. REV. 43 (2022).

Facilitating Distinctive and Meaningful Change Within U.S. Law Schools (Part 2): Pursuing Successful Plan Implementation Through Better Resource Management, 18 U.N.H. L. REV. 173 (2020) (with Patrick H. Gaughan)

Partial Termination of Single-Employer Tax Qualified Plans: Clarity or Misappropriated Judicial Decision-Making?, 2 GEO. MASON INDEP. L. REV. 265 (1994) (with Jo Ann Petroziello)

OPEN-ACCESS BOOKS

ENTREPRENEURSHIP LAW: COMPANY CREATION

<https://www.merlot.org/merlot/viewMaterial.htm?id=773410807>

ENTREPRENEURSHIP LAW: OPERATIONAL ISSUES (<https://psu.pb.unizin.org/entlawoperationalissues/>)

GOVERNMENT AGENCY PROPOSED RULE RESPONSES

US Federal Trade Commission Banning Non-competes Proposed Rule Response, drafted with UNLV Policy Institute Students with supporting signatures from law professors and students across the country, April 18, 2023

https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4427945

US Department of Labor FLSA Worker Classification Proposed Rule Response: *Comments on US Department of Labor Worker Classification Proposed Rule for FLSA Purposes*, Dec. 12, 2022 (with Taylor Haberle and Lauren Stahl)

https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4308867

NSAA Draft Model Whistleblower Award and Protection Act Response: *Securities Scholars' Comment Letter on Draft Model Whistleblower Award and Protection Act*, June 29, 2020 (with Andrew C. Baker, Benjamin Edwards, and Andrew Jennings) https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3735186

SEC Concept Release Response: *Re: Concept Release on Harmonization of Securities Offering Exemptions; File Number S7-08-19* (with Robert Anderson, John Niel Conkle, and Sarah Zomaya)

https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3459266

SELECTED PRESENTATIONS

Presenter, National Business Law Scholar Conference, June 2023. Article presentation on *Sliding into Second Base: Inching Toward that Middle Ground Between Employee and Independent Contractor*.

Presenter, Dickinson Law Race & Equal Protection of the Laws Feb. 2023. Presentation on *Megacompany Employee Churn Meets 401(k) Vesting Schedules: A Sabotage on Workers' Retirement Wealth*.

Presenter, American Association of Law Schools (AALS) Jan. 2023. Article presentation on *Post-Dobbs Abortion-related Travel Benefits*.

Presenter, Colloquium on Scholarship in Employment and Labor Law (COSELL) Oct. 2022. Article presentation on *Post-Dobbs Abortion-related Travel Benefits*.

Presenter, LSU Law Business Organizations Class, Apr. 2022. Presentation named Worker Classification in the Gig Economy.

Presenter, Faculty Development Series, Widener Commonwealth, Apr. 2022. Article presentation on *Megacompany Employee Churn Meets 401(k) Vesting Schedules: A Sabotage on Workers' Retirement Wealth*.

Presenter, Critical Tax Conference, Villanova University Charles Widger School of Law, Mar. 2022. Article presentation on *Megacompany Employee Churn Meets 401(k) Vesting Schedules: A Sabotage on Workers' Retirement Wealth*.

Presenter, Pennsylvania Office of General Counsel's CLE Writing & Litigation Workshop, Mar. 2022. Presentation named *Clear, Complete, and Concise Writing*.

Presenter, Dickinson Law Race & Equal Protection of the Laws Oct. 2021. Presentation title *Challenges for Black Entrepreneurs: Access to Capital, Paycheck Protection Program, and the Pandemic*.

Presenter, National Business Law Scholar Conference, June 2021. Presented research and work on how 401(k) plan vesting schedules increase the wealth gap particularly in companies who have intentional employment turnover, such as Amazon.

Presenter, Dickinson Law Race & Equal Protection of the Laws Oct. 2020. Presentation title *Challenges for Black Entrepreneurs: Access to Capital, Paycheck Protection Program, and the Pandemic*.

Presenter, National Business Law Scholar Conference, June 2020. Presented research and work on California's AB5 worker classification law.

Presenter, Small Business Administration, Boots to Business Program for entrepreneurial minded military personnel transitioning to civilian life. (Quarterly since June 2019)

Panelist, Cybersecurity for Entrepreneurs, Penn State Smeal Club Happy Valley (Feb. 2020)

Panelist, Cybersecurity for Small Business, Penn State Hazelton, Hazleton Launchbox – Global Entrepreneurship Week Event (Nov. 2019)

Co-hosted the *Lawyers as Innovative Partners Forum on Entrepreneurship and Healthcare*, a collaboration with Penn State's Center for Medical Innovation. The forum brought together doctors, lawyers, entrepreneurs, investors, and regulators to discuss the role of lawyers in fostering innovation and featured three panels: Lawyer-Entrepreneurs; Institutions Fostering Innovation; and Lawyers as Partners in Medical Innovation. (Apr. 2018)

MEDIA

Janet Nguyen, *You may be losing out on retirement money if you leave your job early*, MARKETPLACE (Aug. 11, 2023) <https://www.marketplace.org/2023/08/11/you-may-be-losing-out-on-retirement-money-if-you-leave-your-job-early/>

Joyce E. Cutler, *Independent Contractor Rulings Sharpen Issue of Who Is and Isn't*, BLOOMBERG LAW (Mar. 20, 2023 5:00AM) <https://news.bloomberglaw.com/litigation/independent-contractor-rulings-sharpen-issue-of-who-is-and-isnt>

Khorri Atkinson, *California Gig Worker Ruling Extends Costly, Fierce Legal Fight*, BLOOMBERG TAX (Mar. 16, 2023 4:59AM) <https://news.bloomberglaw.com/daily-labor-report/california-gig-worker-ruling-extends-costly-fierce-legal-fight>

Business Scholarship Podcast interview on *Megacompany Employee Churn Meets 401(k) Vesting Schedules: A Sabotage on Workers' Retirement Wealth* Dec. 20, 2022. <https://andrewkjennings.com/2022/12/20/samantha-prince-on-retirement-vesting/>

Joyce E. Cutler, *Uber Appeal of California Gig Classification Law at 9th Circuit*, BLOOMBERG LAW (July 12, 2022 2:02PM) <https://news.bloomberglaw.com/daily-labor-report/uber-appeal-of-california-gig-classification-law-at-9th-circuit>

Brett Arends, *Opinion: This Giant Pension Scandal is Hiding in Plain Sight*, MARKET WATCH, (May 13, 2022). <https://www.marketwatch.com/story/this-giant-pension-scandal-is-hiding-in-plain-sight-11652392239>

Albert Feuer, *Would the Securing a Strong Retirement Act Secure More Retirement Equity*, 50 TAX MGMT. COMP. PLAN. J. 6 (July 03, 2022). (included a discussion of the *Megacompany* article)

Alexandra Sternlicht, *AI Contracts Provider Evisort Raises \$100 Million to Reimagine Legal Docs*, FORBES (May 11, 2022 10:00AM), <https://www.forbes.com/sites/alexandrasternlicht/2022/05/11/smart-contracts-provider-evisort-raises-100-million-to-reimagine-legal-docs/?sh=63d43e9e239a>

Rebecca Bellan, *Who pays when an Uber driver is killed?*, TECH+CRUNCH, (Dec. 16, 2021 12:00PM), <https://perma.cc/63XU-WUMC>

Business Scholarship Podcast interview on *The AB5 Experiment – Should States Adopt California's Worker Classification Law?* May 18, 2021. <https://andrewkjennings.com/2021/05/18/samantha-prince-of-worker-classification/>

GRANTS

2022 – Grant from Penn State Teaching and Learning with Technology Innovation to create an open-source textbook for the course, Entrepreneurship Law: Operational Issues.

2021 – Grant from Penn State Teaching and Learning with Technology Innovation to create an open-source textbook for the course, Entrepreneurship Law: Company Creation.

LEGAL WORK EXPERIENCE

HEDGER & HEDGER, HERSHEY, PA

(1993 - 2016)

Positions Included Associate through Partner. Represented small to medium sized businesses and entrepreneurs with transactional matters, including: start-up, tax, mergers, acquisitions, business divorces, public (IPO) and exempt securities offerings, retirement plans, employee benefits, contracts, international transactions, employment matters, corporate governance, and governmental (IRS, DOL, SEC) compliance.

BAR MEMBERSHIP

United States District Court, Middle District of Pennsylvania Bar Admittance

Commonwealth of Pennsylvania Bar Admittance

ACADEMIC ACTIVITIES

Current Chair of Faculty (two year commitment)

Founder and Moderator of Dickinson Law's *Inside Entrepreneurship Law* Blog

<https://sites.psu.edu/entrepreneurshiplaw/>

Faculty Advisor, Entrepreneurship Law Certificate and Tax Law Certificate

Faculty and Legal Advisor, Entrepreneurship Pop-up Clinics/Workshops

Faculty Advisor, Business Law Society

Regular Presenter, Business Entity Selection, Small Business Association Boots to Business Program – Carlisle Army Barracks (quarterly since 2019)

Co-founded the Veteran Entrepreneur Legal Pop-up Clinic held at Dickinson Law in collaboration with Dauphin County Bar Association and the Eastern Pennsylvania Small Business Association district of the U.S. Small Business Administration.