

HALL BOOTH SMITH, P.C.



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Partner

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Biography

Jacqueline Voronov is a Partner in the firm's office in Paramus, New Jersey, and she represents management in a wide variety of employment matters and litigating employment claims before administrative agencies and state and federal courts. Her clients include major hotels, retailers, shipping companies, assisted living facilities/nursing homes, manufacturers, and national fast-food franchisees.

More +

Jacqueline's litigation experience includes the defense of employers in single and multi-plaintiff actions on claims of wrongful discharge, sexual harassment, race, national origin, gender, disability and age discrimination, breach of contract, family medical leave, failure to accommodate, retaliation, wage/hour laws, and related tort claims. Jacqueline also works with her clients to prepare various employment agreements (including non-compete, confidentiality, independent contractor, and separation agreements). She has extensive experience before various administrative tribunals, including the Equal Employment Opportunity Commission (EEOC), the State Division of Human

Services

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Rights (SDHR), Division of Civil Rights (DCR), and other state, federal, and local agencies.

In addition, Jacqueline frequently conducts management training for employers on a wide variety of employment law topics, such as:

- EEO/anti-harassment
- employee recruiting and hiring practices
- family and medical leave
- reasonable accommodations for disabilities and religion
- preventing and investigating harassment, discrimination, and whistleblower claims
- wage and hour compliance
- discipline and termination of employees
- privacy in the workplace

Jacqueline is regularly invited to speak nationally on best practices and other employment-related issues. Before joining the firm, she worked for one of the country's largest law firms, where she defended employers in a wide range of labor and employment matters, including wage and hour class actions under the Fair Labor Standards Act (FLSA), claims related to the New York State Human Rights Law (NSHRL), the New Jersey Law Against Discrimination (LAD), the Americans With Disabilities Act (ADA), the New Jersey Conscientious Employee Protection Act (CEPA) and Title VII.

Jacqueline was selected for inclusion as a New Jersey Rising Star by Super Lawyers® for six consecutive years (2010-2016), which honors the top 2.5% of young lawyers in New Jersey.

Experience

Labor & Employment

Jacqueline defends employers in the full spectrum of labor and employment claims. She has a successful track record in defending clients in wrongful termination, sexual harassment, race, gender, national origin, disability and age discrimination, and

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other employment matters. She also prepares and defends employment contracts and separation matters, and she has handled numerous labor arbitrations and proceedings before federal, state, and local tribunals.

Credentials

Admitted

State Courts:

- Connecticut
- Massachusetts
- New Jersey
- New York

U.S. District Courts:

- U.S. District Court for the District of Massachusetts
- U.S. District Court for District of New Jersey
- U.S. District Court for the Southern District of New York
- U.S. District Court for the Eastern District of New York

U.S. Courts of Appeal:

- U.S. Court of Appeals for the Third Circuit

U.S. Supreme Court

Education

- J.D., New England School of Law
- B.S., The Pennsylvania State University

Memberships

- Bergen County Bar Association
- Defense Research Institute (DRI)
- New Jersey State Bar Association
- New York City Association of Insurance Women

Recognition

- [New Jersey Rising Star](#), Super Lawyers®, 2011-2016

Presentations

- **Building Your Brand: Networking and Marketing One's Self**
Women in Insurance Leadership; ExecuSummit; March 13-14, 2024
- **84 Cents on the Dollar: a Slow Path to Progress**
Women in Insurance Leadership; ExecuSummit; March 14, 2023
- **The Turnover Tsunami - Top Tips to Effectively Recruit and Retain Staff in a Disruptive Environment**
LeadingAge New Jersey & Delaware Annual Expo; June 1, 2022
- **The Post-COVID Workplace - 'Business as Usual' Looks a Little Different in 2022**
Tri-State HRMA Symposium; May 5, 2022

More +

- **NO JAB, NO JOB! Employer Mandated COVID-19 Vaccinations**
Leading Age New Jersey & Delaware Joint Virtual Conference; June 16, 2021
- **Looking Back, Going Forward: Employment Law Issues that Need to be on Every Employer's Radar in 2021**

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Tri-State HRMA's The New Normal Virtual Conference; May 7, 2021

- **Family and Medical Leave under the Americans with Disabilities Act**

Virtual HR Roundtable for LeadingAge New Jersey & Delaware; January 20, 2021

- **Top 10 Tips for Employers To Avoid Employee Claims in the Age of COVID-19**

LeadingAge New Jersey & Delaware Annual Meeting; October 20, 2020

- **NY Federal Judge Strikes Down COVID-19 Paid Leave Regulation - What Now?**

Virtual HR Roundtable with LeadingAge New Jersey & Delaware; August 19, 2020

- **Getting Out of The Weeds: An Employer's Guide to Navigating Marijuana Laws and the Workplace**

New Jersey Leading Age Conference; June 12, 2019

- **How to Prevent #MeToo from Becoming #YouToo**

Marcum Construction Summit, 2018

Publications

- **[Let the Competition Begin! Everything You Need to Know About the FTC Rule Banning Non-Compete Agreements](#)**

HBS Employment Updates Blog; April 25, 2024

- **[Immigration Law for Employers, with Misty Wilson Borkowski](#)**

HBS Litigators Lounge Podcast; April 18, 2024

- **[Ending Women's History Month with a Trailblazing Woman: An Interview with Teresa Tomlinson](#)**

HBS Litigators Lounge Podcast; March 26, 2024

- **[Equal Pay Day and the Ongoing Quest for Pay Equity](#)**

HBS Litigators Lounge Podcast; March 12, 2024

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- **["Because of Sex" - Looking Back at 60 Years of Gender Discrimination and Title VII](#)**

HBS Litigators Lounge Podcast; February 28, 2024

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- **The Legal Tightrope: Navigating Employee Social Media Use in the Workplace**
Hotel Business Review, February 2024
- **Employee or Independent Contractor?: Analyzing New Department of Labor Guidelines**
HBS *Litigators Lounge* Podcast; January 31, 2024
- **"I Want Sundays Off!" Religious Accommodations in the Workplace**
HBS *Litigators Lounge* Podcast; January 16, 2024
- **The U.S. Department of Labor has Finalized its New Independent Contractor Rule: Here's What it Means for Your Business**
HBS Employment Updates Blog, January 12, 2024
- **Likes, Loves, Tweets, and Pics: Social Media in the Workplace**
HBS *Litigators Lounge* Podcast; January 2, 2024
- **Remote Work, Mandated Returns, and Reasonable Accommodations**
HBS *Litigators Lounge* Podcast; December 19, 2023
- **Key NLRB Decisions Shaping Labor Relations in 2023**
Hotel Business Review, December 2023
- **When Free Speech Clashes with Anti-Discrimination Laws**
Hotel Business Review, October 2023
- **You've Been Warned - What You Need to Know about New Jersey's Expanded WARN Act**
HBS Employment Updates Blog; May 8, 2023
- **Non-Disparagement & Confidentiality Clauses Are Illegal in Severance Agreements, NLRB Rules**
HBS Employment Updates Blog; February 23, 2023
- **Ten States Sue to Stop The CMS Vaccine Mandate for Healthcare Workers**
HBS Employment Updates Blog, November 2021
- **DOL Publishes Long Overdue COVID Safety Rules For Health Care Settings**
HBS Employment Updates Blog, June 2021
- **Unionization Efforts in the Time of Covid-19**
Tampa Bay Business Journal, April 2021
- **Can Employers Mandate Arbitration of NJLAD Claims? The Monmouth County Superior Court Says Yes**
HBS Employment Updates Blog, March 2021

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- **Employer-Mandated Vaccination of the Health Care Workforce to Mitigate the COVID-19 Pandemic**
Hall Booth Smith, October 2020
- **New York Federal Judge Strikes Down Several Key Parts Of COVID-19 Paid Leave Regulation Including The Definition Of ‘Health Care Provider**
HBS Employment Updates Blog, August 2020
- **The Health Care Provider Exemption To Emergency Paid Sick Leave In The Families First Coronavirus Act**
HBS Employment Updates Blog, April 2020
- **What Is Really In Congress’ Emergency Coronavirus Bill? Here’s What You Need To Know**
HBS Employment Updates Blog, March 2020
- **Coronavirus and the Workplace: Fast Facts For Employers**
HBS Employment Updates Blog, March 2020
- **Healthcare Employers’ Title VII Obligations To Prevent And Remedy Harassment And Discrimination Extends To Patients**
HBS Employment Updates Blog, November 2019
- **New Jersey’s Wage Theft Act Just Stiffened Fines And Penalties Against Employers That Don’t Pay Proper Wages - A Lot!**
HBS Employment Updates Blog, August 2019
- **New York Lawmakers Have Passed Stricter Workplace Harassment Laws (Again) Making It Easier To Bring Claims**
HBS Employment Updates Blog, June 2019
- **New Jersey Has Outlawed Confidentiality Provisions In Employment Discrimination Settlements**
HBS Employment Updates Blog, April 2019
- **New Jersey Becomes Tenth State to Provide Workers with Paid Sick Leave**
Hall Booth Smith, 2018

In the Press

Litigators **Lounge: The** **FTC Torpedoes** **Non-Competes**

May 1, 2024

The hosts review the Federal Trade Commission's recent proposal to ban non-compete clauses and agreements and the implications doing so may have for employers.

[Read Full Article](#)

Let the **Competition** **Begin!** **Everything** **You Need to** **Know About** **the FTC Rule** **Banning Non-** **Compete** **Agreements**

April 25, 2024

On April 23, 2024, the United States FTC issued a sweeping final rule regarding the use of non-compete clauses in employment, creating new

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prohibitions and other changes to ongoing non-competes.

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[**Litigators Lounge: Immigration Law for Employers, with Misty Wilson Borkowski**](#)

April 18, 2024

The hosts welcome immigration law expert and HBS Little Rock Partner Misty Wilson Borkowski to discuss the complexities of immigration within employment law.

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[**Litigators Lounge: Interview with Teresa Pike Tomlinson**](#)

March 28, 2024

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This episode of Litigators Lounge brings Women's History Month to an end with special guest Teresa Pike Tomlinson, a partner in the HBS Columbus office.

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Litigators Lounge: Equal Pay Day & the Ongoing Quest for Pay Equity

March 14, 2024

Jacqueline Voronov and Shylie Bannon examine the state of gender pay equity in recognition of Equal Pay Day on their Litigators Lounge podcast.

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Litigators Lounge: Looking Back at 60 Years of Gender Discrimination & Title VII

February 29, 2024

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On the newest episode of Litigators Lounge, Paramus Partner Jacqueline Voronov and Jacksonville Partner Shylie Bannon celebrate the start of Women's History Month by discussing the history of Title VII of the Civil Rights Act of 1964.

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[Hotel Business Review: Jacqueline Voronov on Employee Social Media Use in the Workplace](#)

February 7, 2024

Paramus Partner Jacqueline Voronov recently published an article for Hotel Business Review that discusses the legal implications hotels and hospitality companies need to navigate with employee's use of social media.

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[Litigators](#)

Lounge: **Analyzing New** **Department of** **Labor** **Guidelines**

February 1, 2024

This episode discusses the recently announced final rule by the U.S. Department of Labor on the classification of a worker as either an employee or independent contractor.

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Litigators **Lounge:** **Religious** **Accommodation** **n in the** **Workplace**

January 17, 2024

In the newest episode of Litigators Lounge, Jacqueline Voronov and Shylie Bannon discuss the implications of the Supreme Court ruling, *Groff v. DeJoy*, on employer handling of religious accommodations in the workplace

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The U.S. Department of Labor has Finalized Its New Independent Contractor Rule: Here's What It Means for Your Business

January 12, 2024

The DOL announced its Final Independent Contractor Rule that defines whether a worker is considered an employee or independent contractor under the FLSA

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Litigators Lounge: Social Media in the Workplace

January 12, 2024

In episode 3 of Litigators

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Lounge, Partners Jacqueline Voronov and Shylie A. Bannon consider various challenges related to social media usage in the workplace

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Litigators Lounge: Remote Work, Mandated Returns, & Reasonable Accommodatio ns

January 9, 2024

On this episode of Litigators Lounge, Paramus Partner Jacqueline Voronov and Jacksonville Partner Shylie Bannon discuss the complex legal and workplace dynamics surrounding return to office mandates, remote and hybrid work models, and the Americans with Disabilities Act

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HBS Partners

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Shylie A. Bannon & Jacqueline Voronov Host New Podcast 'Litigators Lounge'

December 20, 2023

Hall Booth Smith is proud to announce the launch of its new podcast Litigators Lounge, hosted by Partners Shylie A. Bannon and Jacqueline Voronov

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Hotel Business Review: Jacqueline Voronov on Key NLRB Decisions Shaping Labor Relations in 2023

December 7, 2023

In an article published in December 2023 in the Hotel

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Business Review, Paramus
Partner Jacqueline Voronov
discusses key decisions by
the National Labor Relations
Board (NLRB) which have
shaped labor relations in
2023 and beyond. “While the
NLRB's commitment to
protecting employee rights is
essential, it is crucial to
recognize that a one-sided,
employee-centric approach

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Hotel Executive: Jacqueline Voronov on 303 Creative, Free Speech, & the Hospitality Industry

October 10, 2023

In an article published in
October 2023 in
HotelExecutive, Paramus
Partner Jacqueline Voronov
discusses the 303 Creative
decision and analyzes its
impact on the hospitality
industry. “The decision's
implications can vary, as
states have their own anti-

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discrimination laws and legal interpretations. Some states may use the decision to uphold strong anti-discrimination protections, while others might

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Part B News: **Jacqueline** **Voronov on** **Remaining** **Mask** **Mandates &** **Enforcement**

June 5, 2023

In an article published on May 18, 2023, in Part B News, Paramus Partner Jacqueline Voronov shares her insight about remaining masks mandates after the end of the COVID-19 Public Health Emergency on May 11. Jacqueline says that practices cannot selectively enforce their requirements, commenting, "If you're going to say, for example, dietary doesn't have

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You've Been Warned - What You Need to Know about New Jersey's Expanded WARN Act

May 8, 2023

The most recent amendments to New Jersey's WARN Act have heightened requirements during layoffs, including loosening the criteria for determining which employers are subject to the Act, mandatory severance and longer notice periods. These amendments contain sweeping changes designed to make a greater number of employers — and employers' locations — subject to the NJ

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Non- Disparagement & Confidentiality

Clauses Are Illegal in Severance Agreements, NLRB Rules

February 23, 2023

Companies that make former workers promise not to disparage their former employers in exchange for a severance payment are breaking federal law, the National Labor Relations Board (NLRB) ruled Tuesday. What's more, it is also illegal to prevent employees from disclosing the terms of their severance packages, the NLRB said. Background Numerous companies tender severance

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U.S. News & World Report: Jacqueline Voronov on Understanding COVID Vaccine

Mandates in Nursing Homes

October 28, 2022

In a story published in U.S. News & World Report about the status of COVID-19 vaccines in nursing homes, Jacqueline Voronov, New Jersey-based partner at Hall Booth Smith, said the vaccine mandate does not apply to nursing home residents, although nursing homes are obligated to make it available to them. Voronov represents management in a

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Reuters: Jacqueline Voronov on Company Rights to Terminate Unvaccinated Employees

January 7, 2022

In a Reuters' article examining a decision by Citigroup Inc. to terminate

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U.S. employees not vaccinated by January 14, 2022, Hall Booth Smith Partner Jacqueline Voronov said it is well within the company's right to do so, citing the courts' upholding of private employer mandates in a tidal wave of claims from staff refusing to

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Ten States Sue To Stop The Cms Vaccine Mandate For Healthcare Workers

November 17, 2021

Written by: Jacqueline Voronov, Esq. And the legal challenges to President Biden's vaccine mandate keep on coming... Missouri, Iowa and a coalition of eight (8) other states have filed a lawsuit against President Joe Biden and key administration officials over the CMS requirement that health care workers must be vaccinated against COVID-19 as a condition

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DOL Publishes Long Overdue COVID Safety Rules For Health Care Settings

June 22, 2021

Written by: Jacqueline Voronov, Esq and Robert Romeo It has been well over a year since the start of the coronavirus pandemic, and the Department of Labor (“DOL”) has finally issued its highly anticipated COVID workplace safety rules. In January 2021, President Joe Biden issued an Executive Order ordering the DOL to consider issuing an

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Tampa Bay Business Journal: Ryan Rivas & Jacqueline Voronov on Unionization

Efforts in the COVID-19 Era

April 21, 2021

In an article published online and in print in the Tampa Bay Business Journal on April 16, 2021, Partners Ryan Rivas and Jacqueline Voronov discuss unionization efforts in the COVID-19 era. “The challenges faced by employers due to COVID-19 have emerged as fresh opportunities for unions to galvanize employees more easily than ever before,” the

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Can Employers Mandate Arbitration of NJLAD Claims? The Monmouth County Superior Court Says Yes

March 18, 2021

Written by: Jacqueline Voronov, Esq. and Joseph A. Keane, Esq. A recent New

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Jersey Superior Court decision held that the Federal Arbitration Act (“FAA”) trumps the 2019 Amendment to the New Jersey Law Against Discrimination (“NJLAD”) that purported to ban mandatory pre-dispute employment arbitration agreements. Back on March 18, 2019, New Jersey Governor Phil Murphy

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“Employers in Wait-and-See Mode Over Possible DOL Guidance on Refusal to Work,” Society for Human Resource Management

February 23, 2021

In an article published by the Society for Human Resource Management on February 12, 2021, Partner Jacqueline Voronov is quoted discussing employees’ rights to refuse unsafe work and still receive unemployment compensation

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under a proposal in the Biden administration's January 22 Executive Order. But legal experts have expressed concern that the guidance could lead to

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[**Society for Human Resource Management: Jacqueline Voronov on Employee Rights to Refuse Unsafe Work & Consequences**](#)

February 12, 2021

In an article published by the Society for Human Resource Management on February 12, 2021, Partner Jacqueline Voronov is quoted discussing employees' rights to refuse unsafe work and still receive unemployment compensation under a proposal in the Biden administration's January 22 Executive Order. But legal experts have expressed

concern that the guidance
could lead to

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New York Federal Judge Strikes Down Several Key Parts of COVID-19 Paid Leave Regulation Including The Definition of “Health Care Provider”

August 5, 2020

Written by: Jacqueline
Voronov, Esq. and Jeffrey M.
Daitz, Esq. In a very pro-
employee ruling, the U.S.
District Court for the Southern
District of New York struck
down four (4) key provisions
of the U.S. Department of
Labor’s (“DOL”) regulations
implementing the paid leave
provisions of the Families
First Coronavirus Response
Act (“FFCRA”). The August

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The Health Care Provider Exemption to Emergency Paid Sick Leave in the Families First Coronavirus Act

April 13, 2020

Written by: Jacqueline Voronov, Esq. and Jeffrey M. Daitz, Esq. On March 18, 2020, President Trump signed the Families First Coronavirus Response Act (“FFCRA”) into law. The FFCRA modified the Family and Medical Leave Act (FMLA) and created a new paid sick leave policy to assist workers who contract COVID-19, are caring for family members with

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WHAT IS REALLY IN CONGRESS’ EMERGENCY

CORONAVIRUS S BILL? HERE'S WHAT YOU NEED TO KNOW

March 17, 2020

Written by: Jacqueline Voronov, Esq., Jeffrey M. Daitz, Esq., and Christopher Eads, Esq. Perhaps bipartisan bills really do exist? On March 14, 2020, the House of Representatives passed the Emergency Families First Coronavirus Response Act ("EFCRA"), a sweeping bill aiming to soften the economic blow that many Americans are expected to feel as stores close,

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Coronavirus & the Workplace: Fast Facts for Employers

March 10, 2020

Written by: Jacqueline Voronov, Esq. and Jeffrey M. Daitz, Esq. The coronavirus

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(COVID-19) outbreak that originated in Wuhan, China has spread to at least 95 countries and has sickened more than 100,000 people, leading to increased anxiety and confusion across the globe. Amidst fears of potential business disruption, the spread of this novel virus serves

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Health Care Employers’ Title VII Obligations to Prevent & Remedy Harassment & Discrimination Extend to Patients

November 27, 2019

Written by: Jacqueline Voronov, Esq. and Jeffrey Daitz, Esq. What You Already Know... Title VII of the Civil Rights Act of 1964 is a federal law that prohibits employers from discriminating against employees on the basis of sex, race, color, national

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origin and religion. It generally applies to employers with 15 or more employees, including federal, state

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Hall Booth Smith Hires Walker, Rotella as New Jersey Office Expands

September 19, 2019

SADDLE BROOK, N.J. – Sept. 19, 2019 – Hall Booth Smith, P.C. is pleased to welcome two new associates as the newly opened Saddle Brook, New Jersey office expands to meet client needs. Danielle Walker is an Associate who focuses her practice on defending health care systems, physicians and other health care providers on long-term

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New Jersey's Wage Theft

Act Just **Stiffened** **Fines &** **Penalties** **Against** **Employers** **That Don't Pay** **Proper Wages** **- A Lot!**

August 16, 2019

Written by: Jacqueline
Voronov, Esq. and Jeffrey
Daitz, Esq. Hey New Jersey
business owners- listen up!
The State of New Jersey
wants you to know that it is
definitely pro-employee when
it comes to wage and hour
laws. Under the robust new
Wage Theft Act (S-1790),
touted as the “toughest wage
theft statute in the

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NEW YORK **LAWMAKERS** **HAVE PASSED** **STRICTER** **WORKPLACE**

HARASSMENT LAWS (AGAIN) MAKING IT EASIER TO BRING CLAIMS

June 21, 2019

Written by: Jacqueline Voronov, Esq. The #TimesUp and #MeToo movements just bagged MAJOR wins in New York on Wednesday when state lawmakers passed sweeping anti-harassment legislation that will lower the bar for what qualifies as sexual harassment, among other things. These changes build on a slate of laws that Gov. Cuomo signed last year amid

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New Jersey Has Outlawed Confidentiality Provisions In Employment Discrimination

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Settlements

April 8, 2019

Written by: Jacqueline Voronov, Esq. and Jeff Daitz, Esq. That's right! Effective March 18, 2019, employment contracts, discrimination, harassment or retaliation related settlement agreements can no longer contain non-disclosure agreements ("NDAs") against the employee if it has the "purpose or effect of concealing the details relating to a claim of discrimination, retaliation, or harassment..." This warrants

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Hall Booth Smith Adds Daitz, Voronov as Partners in Growing New Jersey Office

April 8, 2019

SADDLE BROOK, N.J. – April 9, 2019 – Hall Booth Smith, P.C. welcomes Jeffrey M. Daitz and Jacqueline Voronov as partners in a newly opened office in Saddle Brook, New

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Jersey, as the firm expands in the greater New York region. Daitz is Co-Chair of the firm's Labor and Employment Law Group and Co-Director of

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