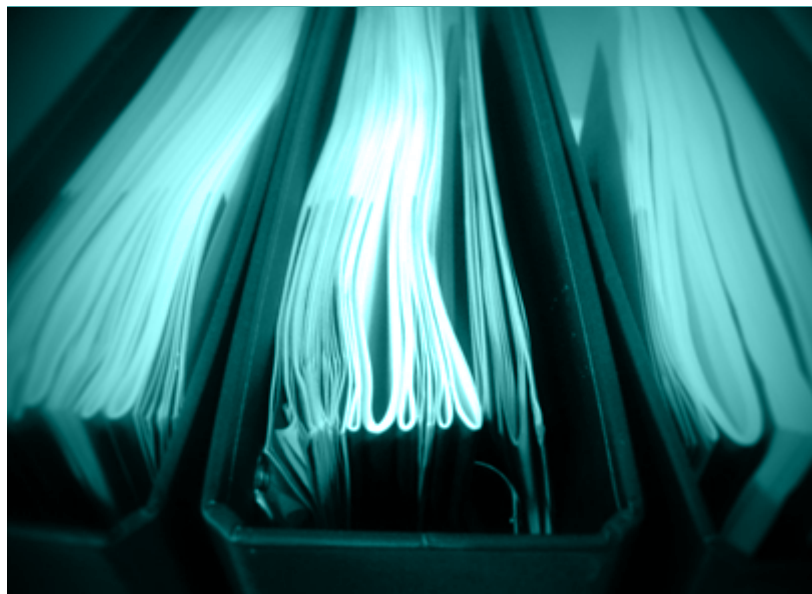




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PRACTICE AREA COMMITTEE



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NAMWOLF





NAMWOLF Labor & Employment PAC

The Labor and Employment PAC is a national network of highly skilled and pre-screened minority and women owned law firms with significant expertise representing employers in labor and employment matters. Member firms have experience in a host of practice areas that fall under the labor and employment umbrella including (for example), litigation of discrimination, retaliation, harassment, ERISA and wage and hour claims; defense of class actions; trade secret litigation; affirmative action, OFCCP, Sarbanes-Oxley; OSHA compliance; Union negotiations and Arbitrations; training, counseling, handbooks and conducting internal investigations. Through the Pac, NAMWOLF brings together law firms and major employers to create mutually beneficial partnerships, develop cost effective workplace solutions, provide effective legal defense and achieve winning results.

About NAMWOLF

Founded in 2001, NAMWOLF is a nonprofit trade association comprised of minority and women-owned law firms who have exhibited excellence in the legal profession, and other interested parties throughout the United States. Many corporations and public entities committed to diversifying their outside law firm ranks have focused on the utilization of minority and female attorneys at majority firms. However, the most effective way for corporations and public entities to increase diversity in the legal profession is to increase their utilization of minority and women-owned law firms. NAMWOLF's mission is to promote true diversity in the legal profession by fostering the development of long lasting relationships between preeminent minority and women-owned law firms and corporations and public entities.

About NAMWOLF's Law Firm Membership

NAMWOLF Law Firm Members must complete an extensive application and screening process before they can be admitted for membership. Law Firm Candidates must have a significant corporate law practice and exhibit excellence in the quality of law practiced, as evidenced by corporate references, presence on outside counsel approved lists and panels for national or regional corporations, Martindale-Hubbell AV Peer Review Rating, and other awards and memberships. Law firms must be headquartered in the United States or Puerto Rico and have a minimum of three full-time attorneys.

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Practice Areas



NAMWOLF | LABOR & EMPLOYMENT
PRACTICE AREA COMMITTEE

	Affirmative Action and OFCCP Compliance	Class Action	Employee Benefits	Employment Law and Litigation	ERISA and Benefit Plan Litigation	Immigration	International Employment Law	Labor Relations	Wage and Hour	Whistleblower/False Claims Act/Sarbanes-Oxley	Workers' Compensation	Workplace Safety and Health
Alexander & Associates				x				x	x	x		
AlvaradoSmith, PC	x	x	x	x	x	x		x	x	x		x
Andrews Lagasse Branch & Bell LLP	x	x		x					x			
The Axelrod Firm, PC				x			x		x	x		
Boutwell Fay LLP			x		x							
Brown Hutchinson, LLP		x		x				x	x	x		
Brown Law Group		x		x				x	x	x		
Calfo Eakes & Ostrovsky PLLC				x						x		
Callier & Garza, L.L.P.				x					x			
Campbell Litigation, P.C.		x		x	x			x	x	x		
Carter Law Group, LLC	x		x	x					x			x
Chico & Nunes, P.C.		x		x					x			
The Employment Law Solution	x			x					x	x		
Estes Thorne & Carr PLLC	x	x		x	x				x	x		x
Fields & Brown, LLC	x	x		x				x	x		x	x
Gardner Skelton, PLLC				x	x				x	x		
Giffen & Kaminski LLC		x		x		x		x	x			x
Gonzalez Law, LLC	x	x		x	x	x			x	x		x
Goosmann Law Firm PLC	x		x	x	x				x	x		x
Grant Law LLC		x		x			x	x	x	x		
Hamilton, Miller & Birthisel, LLP	x	x	x	x		x	x	x	x	x	x	x
Hill, Hill, Carter, Franco, Cole & Black, PC		x		x					x	x	x	x
Hutcheson Bowers, LLLP				x					x	x		
Johnson Blumberg						x						
Kim Vaughan Lerner LLP		x		x					x	x		
Kupferstein Manuel LLP	x	x	x	x	x			x	x	x		
Lafayette & Kumagai LLP		x		x	x			x	x	x		x
León Cosgrove, LLC	x	x		x			x	x	x	x	x	x
Lewis & Munday, P.C.			x	x	x			x		x		x
Liebler, Gonzalez & Portuondo		x		x				x	x	x		
Lincoln Derr	x	x	x	x				x	x	x	x	x



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	Affirmative Action and OFCCP Compliance	Class Action	Employee Benefits	Employment Law and Litigation	ERISA and Benefit Plan Litigation	Immigration	International Employment Law	Labor Relations	Wage and Hour	Whistleblower/False Claims Act/Sarbanes-Oxley	Workers' Compensation	Workplace Safety and Health
Martineau King PLLC	x	x		x					x	x		x
McDonnell & Associates, P.C.				x								
Miletich PC		x		x				x	x	x		x
Miller Law Group	x	x		x	x			x	x	x		
Monty & Ramirez LLP	x	x	x	x		x		x	x	x	x	x
Nemeth Law, P.C.	x	x		x	x	x	x	x	x	x		x
Nukk-Freeman & Cerra, P.C.	x	x	x	x	x			x	x	x		
PCT Law Group, PLLC	x	x		x				x	x	x	x	x
Pennington Lawson LLP		x		x					x	x		x
Perez & Morris LLC		x		x		x		x	x	x	x	x
Pinckney, Weidinger, Urban & Joyce LLC		x		x						x		
Potter & Murdock, P.C.	x	x	x	x	x					x	x	x
Pugh, Jones & Johnson, P.C.	x	x		x					x	x		
Royal, P.C.	x	x	x	x	x			x	x	x	x	x
Sanchez & Amador LLP		x		x				x	x	x		
Sanchez Daniels & Hoffman LLP			x	x	x	x	x	x	x	x		x
Sapientia Law Group, PLLC				x						x		
Schmoyer Reinhard LLP	x	x		x				x	x	x		x
Schoeman Updike Kaufman & Gerber LLP	x	x		x	x			x	x	x		x
Schröder, Joseph & Associates, LLP	x	x		x	x			x	x	x	x	x
Schwartz Hannum PC	x	x		x	x			x	x	x		x
Tredway Lumsdaine & Doyle, LLP	x	x		x					x	x		
Tucker Law Group, LLC				x						x		
Valentine Austriaco & Bueschel, P.C.	x		x	x					x	x	x	x
Villarreal Hutner PC	x	x		x				x	x	x	x	x
Walsworth	x	x		x					x	x		
Wang Kobayashi Austin, LLC			x									
Wells, Anderson & Race, LLC		x		x					x	x		
Wilson Turner Kosmo LLP		x		x					x	x		



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A T T O R N E Y S A T L A W

ABOUT US:

Founded in 1989, Alexander & Associates, P.C., is an AV-Preeminent, rated boutique law firm. Our attorneys have impeccable credentials, extensive training, and valuable hands-on experience. We pride ourselves on handling difficult legal challenges in a timely and thoughtful manner. We practice preventive law, assisting both corporations and governmental entities. The firm focuses on delivering excellent legal services and saving clients money.

PRACTICE AREAS:

- Administrative Law
- Education Law
- Employment Law
- Corporate Law
- Trial Practice
- Workplace Investigations

REPRESENTATIVE CLIENTS:

Kroger Company; SunTrust Bank; The Atlanta Committee for the Olympic Games, Inc.; the Atlanta-Fulton County Recreational Authority; DeKalb County School District; Atlanta Public Schools; and National Funeral Directors & Morticians Association.

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EXCELLENCE IN PRACTICE. DIVERSITY IN PEOPLE.

AlvaradoSmith's Employment Counseling & Litigation Practice Group defends employers in all types of employment litigation. Our comprehensive knowledge in various forums include, civil litigation before federal and state courts, administrative agencies (i.e., California Department of Fair Employment and Housing, U.S. Equal Employment Opportunity Commission, and State and Federal Labor Commissions etc.), arbitrations and mediations.

Our team of attorneys emphasizes a preventative approach to circumvent employment problems and minimize the cost of legal fees. We routinely present seminars and workshops to educate clients on the prevention and handling of employment related claims. We also have comprehensive knowledge of ERISA and extensive experience litigating ERISA claims in the federal courts as well as defending insurers, fiduciaries, and plan and claims administrators in various ERISA litigation matters.

Our firm's diversity is reflected in the five languages we speak. The perspectives gained by having a diverse panel of attorneys allows a deep appreciation for cultural competence issues in the workplace which may be the real genesis for an employment law claim.

Representative Experience

- ◇ Defense and prosecution of claims
- ◇ Employment discrimination, sexual/racial harassment, retaliation, wrongful termination and whistleblower cases
- ◇ Unfair competition and trade secret misappropriation
- ◇ Review and drafting of business agreements, employee manuals and policies
- ◇ Wage and hour matters
- ◇ Counseling clients on avoiding benefits litigation
- ◇ 401(k) plan fee litigation
- ◇ Claim and claim process litigation

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ABOUT THE FIRM: Andrews · Lagasse · Branch & Bell LLP is a 100% female and minority owned law firm that provides comprehensive solutions for the legal needs of companies throughout California, Washington and the Pacific Northwest. Founded in 2007 by former “big firm” attorneys, Andrews · Lagasse · Branch & Bell is a boutique litigation and counseling firm with a friendly, client-focused culture. Understanding our clients’ businesses and values enables our attorneys to provide first-rate, individualized work product. From handling complex litigation and class actions to providing everyday counseling, we offer responsive, quality and result-oriented services to our clients. We have an impressive record of success typically associated with large national firms, but we also provide our clients with the cost efficiency and personal relationships typical of a smaller firm.

OUR APPROACH TO WORKING WITH CLIENTS: Whether we’re handling a class action, a single plaintiff case, or advising on a transactional matter, building a relationship with our clients and protecting their interests is our number one priority. We work closely with our clients to understand their goals; we jointly develop the optimum approach for each situation; then we maintain regular communication with our clients to ensure we meet their objectives.

OUR FIRM CULTURE: At Andrews · Lagasse · Branch & Bell, we have assembled a team of bright, talented, energetic lawyers. We promote a diverse and enjoyable work environment, which we believe is critical to our success. We enjoy what we do, and we believe it shows in our work product and our interactions with clients.

REPRESENTATIVE CLIENTS: We represent diverse and dynamic clients, including Fortune 500 companies, public institutions, educational institutions, utilities, mid-size and small start-up companies, and non-profit organizations.



THE AXELROD FIRM, PC

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FMLA

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CONTACT: Sheryl L. Axelrod at saxelrod@theaxelrodfirm.com

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ABOUT THE FIRM: The Axelrod Firm, PC is a woman-owned law firm with offices in Philadelphia and Washington, DC, focused on business and the bottom line. We advise and represent national and multinational companies including non-profit organizations in their employment, general and product liability, appellate, and commercial litigation and real estate matters. At The Axelrod Firm, we get to know our clients — who they are, their goals, their concerns, and their interests. We work in consultation with our clients to develop and effectuate a strategy aimed at achieving the best results.

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Boutwell Fay LLP is a 100% women-owned law firm practicing in the areas of employee benefits, executive compensation and the Employee Retirement Income Security Act of 1974 (known as “ERISA”), with a nationwide practice and offices on both the east and west coasts. Practice areas include:

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- ✦ **Non-Profit and Government Retirement Plans**
- ✦ **Plan Corrections and Government Audits**
- ✦ **Fiduciary and ERISA Consulting**
- ✦ **Health and Welfare Plans**
- ✦ **Group Health Plan ACA & HIPAA Compliance**
- ✦ **Executive Compensation**
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More information about the firm, including attorney biographies and representative publications, is available on our website at: www.boutwellfay.com.

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Proactive Guidance and Experienced Representation

The Rochester based law firm of Brown Hutchinson LLP represents businesses of all sizes in the full range of employment law matters. As a respected business litigation firm, we are a logical choice to represent clients involved in potentially costly employment litigation.

The employment law and litigation practice at Brown Hutchinson LLP is designed to complement the broad constellation of other services provided to both growing businesses and major corporate clients. The firm offers experienced counsel and aggressive representation in employment disputes and related matters, including:

- Fair wages, overtime and employee misclassification claims
- Workplace safety and bullying
- Workers' compensation
- Title VII matters and the full range of discrimination claims
- Wrongful discharge claims
- Labor law and collective bargaining
- Breach of employment contract
- FMLA issues
- Investigations and administrative issues before state and federal agencies including EEOC matters
- Employer fraud and misrepresentation claims
- Severance agreements
- Employee discipline and termination
- Employment surveys and audits

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Brown Law Group ("BLG") represents companies for all of their employment needs, from training and counseling to trial and appeal. BLG is an AV-rated certified MBE and WMBE law firm with offices in California and Nevada.

Our lawyers have tried wrongful termination and discrimination cases, and handled claims based on race, sex, sexual orientation, pregnancy, age, other protected classes, whistleblower, public policy, and wage and hour violations. These cases have been successfully litigated in all forums, including mediation, arbitration, administrative hearings, before judges and juries, and in various federal and state courts of appeal.

Representative Matters

- Obtained a defense jury verdict in state court for a non-profit organization against an employee alleging age discrimination and breach of employment contract.
- Won summary judgment on behalf of a publicly traded energy company against former employee alleging wrongful termination, retaliation and unfair business practices.
- Secured dismissal of a wage/hour class action for a Fortune 500 energy company after aggressive defense and taking the lead plaintiff's deposition.
- Won summary judgment in state court for a transit manufacturer in a complicated age discrimination case arising out of a reduction in force; upheld on appeal.

Our Attorneys

- Janice P. Brown, *Partner*
- Stacy L. Fode, *Partner*
- Suzanne K. Roten, *Partner*
- Noah J. Woods, *Partner*
- Berna Rhodes-Ford, *Partner* (Licensed in NV and TX)
- Cody J. Cocanig, *Associate*
- Luis E. Lorenzana, *Associate*
- Dana C. Nicholas, *Associate*
- Jay J. Price, *Of Counsel*
- Collette M. Tesauro, *Associate*
- Arlene R. Yang, *Of Counsel*

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- HR Assessments & Counseling
- Business Litigation
- Intellectual Property Litigation
- Class Actions and PAGA Actions

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- CenturyLink
- Ingredion Incorporated
- Jerome's Furniture Warehouse
- Liberty Mutual Insurance
- NBCUniversal
- Toyota
- United Parcel Service
- Xerox/Conduent

Awards & Recognition

- Trial Lawyer of the Year - *Department of Justice*
- Lawyer of the Year - *California Association of Black Lawyers*
- Supplier of the Year - *San Diego Regional Minority Supplier Development Council*
- Super Lawyers
- Top Lawyer - *San Diego Magazine*



To learn more about the members of Brown Law Group and the many ways in which the experience and resources of the firm can serve your legal needs, please visit our website at brownlawgroup.com.

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Tough cases are our business.

Over the last twenty-five years, our trial lawyers have successfully handled many of the most complex and high-profile cases in Washington and the Pacific Northwest. Clients turn to us for practical, common-sense advice, and tenacious advocacy, when businesses and reputations are on the line.

Calfo Eakes & Ostrovsky was recently ranked as one of Seattle's top litigation firms by Chambers & Partners USA.

Recent Employment Litigation

Representation of King County in age, race, and disability discrimination suit brought by former employee of wastewater treatment division. After a four-week trial in King County Superior Court, the jury unanimously found in favor of King County on all claims. The jury's verdict was recently affirmed on appeal, *Marin v. King County*, No. 72666-8-I (Div. 1, June 6, 2016). The plaintiff's motion for discretionary review by the Washington Supreme Court was denied.

Representation of a separate King County agency against claims of retaliation and disability discrimination, in a three-week trial in King County Superior Court. The jury found in favor of King County on all claims.

Representation of Colaska, Inc., a subsidiary of Colas, Inc., an international construction firm, in a case alleging violations of the FLSA and Alaska Wage and Hour Act by failing to pay overtime to a high-level project manager. The case was dismissed on summary judgment, plaintiff appealed to the Ninth Circuit, and a favorable settlement was reached.

Representation of Cell Therapeutics, Inc., a Seattle biotechnology company, in retaliatory termination claim arising out of a False Claims Act investigation. The court dismissed relator's (plaintiff's) retaliatory termination claims after the government's investigation was concluded.



Patty A. Eakes



Andrea Delgadillo Ostrovsky

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Seattle, WA 98101
(206) 407-2200

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Telephone: 713-439-0248; Facsimile: 713-439-1908

CONTACT: Joseph Alan Callier, callier@callierandgarza.com
Bernardo S. Garza, garza@callierandgarza.com

THE FIRM

Joseph Alan Callier and Bernardo S. Garza, agreed in 1985 to create a client centered, creative, cost-efficient legal services firm which, when reason did not prevail, would always be prepared to persuasively present a client's dispute to a jury. Firm principles, standards and attention to detail, result in it possessing an "AV" Martindale-Hubbell rating.

PHILOSOPHY

To "partner" with clients to evaluate facts and determine goals, then design an effective, cost-efficient resolution plan. To always remember that since it is their file, a client must always be apprised of significant facts to make informed decisions. To always remember that there is another stone (factual or legal) to be discovered and turned to ascertain how the findings can best be used to help a client, so diligence and vigilance are watchwords until the entrusted matter is closed.

PRINCIPALS

Joseph Alan Callier, Rice University, B.A. /The University of Texas at Austin, J.D., board certified in civil and personal injury trial law by the Texas Board of Legal Specialization and designated Super Lawyer by Thomson Reuters. He is past president of the Houston Chapter of the American Board of Trial Advocates and on the Board of Directors of the Texas Association of Civil Trial and Appellate Specialists (attorneys certified by the Texas Board of Legal Specializations in civil trial law, civil appellate law and personal injury trial law-past president). He is a member of the Texas Association of Defense Counsel and Defense Research Institute and a frequent author/lecturer for state and local bar associations. He is a Director on the Harris County Houston Sports Authority (2013-present) and served on the Texas Judicial Council (1997-2008)—chaired committee on judicial selection/election in the State of Texas.

Bernardo Garza, Pan American University, B.A./University of Michigan, J.D., board certified in civil and personal injury trial law by the Texas Board of Legal Specialization. He is a former member of the Board of Directors for NAMWOLF, member of the Defense Research Institute, and is an author/lecturer for state and local bar associations. He is a member of the Texas Association of Civil Trial and Appellate Specialists, The American Board of Trial Advocates, the Houston Hispanic Bar Association and the Hispanic Issues Section of the State Bar of Texas.

EMPLOYMENT PRACTICE

The firm represents private and public entities (insured and self-insured) in state and federal court. The firm represents management in matters involving alleged adverse employment actions proscribed by Title VII, ADEA, ADA and FLSA. The firm is often retained during the administrative phase and therefore interviews personnel to prepare the employer's position statement to the Texas Workforce Commission or the Equal Employment Opportunity Commission.

REPRESENTATIVE CLIENTS

Munich Re Insurance Company; Houston Independent School District; Metropolitan Transit Authority; Safeco/Liberty Mutual Insurance Company; State National Insurance Company; Houston Housing Authority; Harbor Freight Tools; Kroger; and Texas Municipal League, I.R.P.

CAMPBELL LITIGATION, P.C.

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- Kansas
- Louisiana
- Missouri
- New México
- Texas
- Utah
- Wyoming

Campbell Litigation Team

- Dan Combs, Shareholder.
- Alison Loungstrum, Of Counsel
- Alison Gambill, Attorney
- Michelle Campbell, COO
- Laura Perterson, Paralegal
- De Edward Robinson, Legal Assistant

Campbell Litigation, P.C. provides over 30 years of national law firm litigation experience at mid-size law firm rates. We are client-focused and dedicated to defending companies in employment and commercial litigation and advising businesses on best practices to ensure compliance with federal and state laws affecting employers.

Headquartered in Denver, Colorado, Campbell Litigation, P.C. represents clients in the rocky mountain region and throughout the country.

As a Minority Business Enterprise (MBE) and NAMWOLF certified law firm, we enable our clients to expand their supplier diversity objectives and utilize the NAMWOLF network of law firms to continue the firm's national client representation.



Contact:

Stacey Campbell, Shareholder
Stacey@Campbell-Litigation.com

The Rocky Mountain Employer Blog
Subscribe to the Firm's weekly, employer focused blog, which provides up-to-date analysis of labor and employment issues in the Rocky Mountain Region and across the Country.

THE
ROCKY MOUNTAIN EMPLOYER
BLOG

Colorado Diversity and Inclusion Think Tank (CDIT2) – The Firm developed this corporate executive think tank to work with employers to enhance diversity and inclusion in their companies.
Learn more at: www.cdit2.com

CDIT2

COLORADO DIVERSITY AND INCLUSION THINK TANK



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UNDERSTANDING
YOURS

CARTER
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Carter Law Group, LLC, a civil litigation firm located in New Orleans, Louisiana. We are certified as a State and Local Diverse Business Enterprise, and a NAMWOLF certified minority owned law firm. Clients choose our firm because we take our practice and our commitment to our clients very seriously. We are effective, responsive and positioned to devote time and attention to assigned legal matters.

Experience, Expertise and Efficiency: We represent and counsel individuals and businesses in civil litigation, employment matters, transportation issues, insurance disputes, insurance cases and product liability matters. We are committed to providing the highest quality representation to our clients, practicing ethically and responsibly. We pledge that no one will work harder toward favorably resolving your dispute than our Firm. We work with you to understand your most important objectives. Our job is to understand your business, your goals and your aspirations. At Carter Law Group, LLC, excellence isn't left to chance.

Our value is in the comprehensive experience we have in the areas of insurance, premises liability, product liability, construction, and employment matters. Our attorneys have a substantial amount of trial, mediation and litigation experience. As a boutique firm we pass the cost savings on to our clients in very competitive billable rates.

Our Litigation Team: As a team, we strive to allow the best solutions to rise to the top while always being mindful of our client's goals.

Pamela W. Carter has over 20 years of litigation experience. She is Managing Partner and Founder of Carter Law Group. She concentrates her practice in the areas of transportation, insurance, products liability, commercial litigation, toxic torts and employment matters. She served as Louisiana managing counsel for DamilerChrysler in its statewide district and federal court premises liability dockets. In 2015 she was appointed by the Louisiana Supreme Court to the State Disciplinary Governing Board.

David J. Hynes brings his experience in local and international environmental compliance, enforcement and assessment of governmental regulations, insurance litigation, toxic torts and construction law.

What Sets Us Apart: We are effective, responsive and positioned to devote the time and personal attention you want and need. We work with you to understand and solve your most important objectives. Let us put our skill, knowledge, resources and vision to work for you.

Our Representative Clients: Shelter Insurance Company, Markel Insurance Company, Evanston Insurance Company, Liberty Mutual Insurance, TelePerformance USA and other national and regional companies.

Firm Contact:

Carter Law Group, LLC

Pamela W. Carter, Esq.

1055 St. Charles Avenue, Suite 555

New Orleans, LA 70130

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- Wage and Hour Class Actions
- Non-Competition and Non-Solicitation Agreements
- Internal Investigations
- Employee Handbooks

The attorneys in our Employment Litigation and Counseling practice represent clients before the U.S. District Court for the Northern District of Illinois and the Cook County Circuit Court. We have successfully briefed and argued appeals before both the Seventh Circuit Court of Appeals and the Illinois Appellate Courts.

In addition, we provide real-time counseling to employers handling emerging human resources issues and advise employers regarding compliance with state and federal discrimination and wage and hour laws.

We also have expertise in advising employers and their employees with respect to the enforceability of non-competition and non-solicitation provisions and, when necessary, litigating disputes about such agreements.

For more information, please contact:

Partner Sandy L. Morris
312-884-5074
smorris@chiconunes.com.



BUSINESS AND INSURANCE DEFENSE ATTORNEYS



CLAYBORNE, SABO & WAGNER LLP

is a certified minority-owned litigation and business transaction law firm located in the St. Louis Metropolitan Area and serving both Illinois and Missouri. Our law firm is comprised of seasoned, diverse practitioners with decades as partners in a national law firm. Our practice is divided into litigation and commercial transactions. Our clients include local, regional and Fortune 500 Corporations such as banks, manufacturers and retailers, transportation companies, public utilities and national insurance companies. We also represent governmental clients such as municipalities and school districts. Our attorneys have developed highly specialized capabilities in their dedicated practice areas and are recognized by their peers as leaders in their fields.

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“THE SOLUTION TO ALL OF YOUR EMPLOYMENT LAW NEEDS”



The Employment Law SOLUTION: McFadden, Davis, LLC (ELS) is a boutique employment law firm based in Atlanta, Georgia. ELS is comprised of a team of lawyers focusing on serving our business clients. We offer a full suite of employment law services that include advice and counseling, training, investigations and representation in agency matters and litigation. We have advised and represented Fortune 100 and smaller employers in various industries across the country in discrimination, retaliation, wage and hour, restrictive covenant litigation, harassment, and breach of contract. ELS clients enjoy the benefit of our partners’ combined 30 years of experience gained in large law firms, with the Equal Employment Opportunity Commission (EEOC), in representing individuals, and as federal law clerks. Utilizing that experience, our lawyers provide high-quality, hands-on service on a cost-efficient basis.



Jamala S. McFadden is experienced in assisting employers identify, minimize, and resolve employment law issues in routine business operations, litigation, and mergers and acquisitions. She is an alumna of Sutherland Asbill & Brennan where she practiced for more than nine years. She began her legal career as a law clerk to a federal judge. Jamala earned her B.A. from the University of Illinois and her law degree from the University of Michigan Law School where she was an Executive Editor of the *Michigan Law Review*. Jamala is admitted to practice in Michigan, Illinois, and Georgia.

Chandra C. Davis is an effective litigator, beginning her career as a law clerk to federal district and appellate court judges. As an associate with McGuireWoods, she represented clients in federal and state courts, as well as providing advice and counsel, investigation services, and training to senior-level management and HR professionals. She also served as a trial attorney with the EEOC. Chandra earned her B.A. from Emory University and a M.Ed. from the University of Georgia. She earned her law degree from the University of Michigan Law School where she served as an editor of the *Michigan Law Review*.



From complex litigation to day-to-day counsel, Estes Thorne & Carr PLLC fuses big-firm experience with relationship-centric values. The goal of the Labor & Employment practice of the firm is to defend and protect its employer clients from risks associated with every aspect of the employment relationship. We believe that understanding our clients' business and values is crucial in providing sound counsel and advice and in defending their interests in the event of litigation. Our clients range from Fortune 100 corporations to privately-held companies. Our representation includes litigation in state and federal courts and agencies, handling wrongful termination arbitrations, counseling, training, investigations (harassment, employee theft, ethics), affirmative action planning and litigation, and drafting and litigating employment contract disputes and non-competition agreements.

Experienced Counsel

Founding partner, Lori M. Carr is Board Certified in Labor & Employment Law by the Texas Board of Legal Specialization and has been defending employers for over 20 years. Ms. Carr, along with partner Amy Stewart, focus on counseling and defending employers against employees and state and federal agencies. Carr and Stewart are both ATIXA certified investigators. Partner Linda Moore's practice focuses on defending ERISA benefit plans. Together with Sr. Counsel, Sarah Bradbury and Associate, Terah Moxley, who are both Board Certified in Labor & Employment Law, the group is able to provide thorough and efficient representation of clients.

Recent Successes

The Labor & Employment lawyers frequently go to court with an active litigation docket. The group experienced many recent successes, including the following:

- Defense jury verdict in federal court for power generation company against employee alleging racial harassment, discrimination and retaliation.
- Take nothing arbitration award on behalf of Fortune 100 food manufacturing company against former employees alleging wrongful termination.
- Take nothing arbitration award on behalf of publicly traded energy company against former General Counsel alleging breach of contract.
- Defense jury verdict in federal court for national insurance company against two former employees suing for age and race discrimination.
- Federal court summary judgment on behalf of long term disability plan.
- Favorable rulings from the U.S. 5th Circuit Court of Appeals in two recent appeals.

CONTACT

Lori M. Carr
lcarr@estesthorneccarr.com

AWARDS AND RECOGNITION

- Best Women Lawyers in Dallas, *D Magazine*
- Texas Super Lawyers
- Texas Super Lawyers – *Rising Stars*
- Top 50 Women Lawyers in Texas, *Texas Super Lawyers*
- Best Lawyers in Dallas, *D Magazine*
- The Best Lawyers in America
- The Best Lawyers in Texas
- GO-TO Law Firm of Fortune 500 Companies

AREAS OF PRACTICE

- Title VII
- ADEA
- ADAAA
- FMLA
- FLSA
- ERISA
- OSHA
- Non-competes
- Trade Secrets
- Exec. Order 11246
- Policies and Procedures
- USERRA
- Class Actions
- Investigations (ATIXA Certified)
- Training

REPRESENTATIVE CLIENTS

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- Cypress Equities
- D. R. Horton
- Energy Future Holdings Corp.
- FDIC
- FleetPride
- Frito Lay, Inc.
- Heritage Capital Corporation
- LiquidAgents Healthcare
- Markel Services
- Nationwide Mutual Insurance Co.
- ORIX USA Corporation
- Plano Synergy
- Texas Rangers Baseball Club
- TorcSill Foundations, Inc.

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ABOUT THE FIRM

Since 1987, the attorneys at Fields & Brown have been committed to providing aggressive legal representation with cost-effective solutions. Fields & Brown is the oldest and largest minority-owned law firm in the Kansas City metropolitan area. Our attorneys bring over 150 years of combined litigation experience in representing corporations, small businesses, and governmental entities in Kansas and Missouri. The Firm has attained a peer reviewed Legal Ability Rating of "AV" Preeminent through the Martindale-Hubbell Law Directory.

The Employment Law Group at Fields & Brown, LLC, has extensive experience in the defense of claims arising under the Family and Medical Leave Act, Americans with Disabilities (ADA), Title VI and Title VII (including race, religion, national origin and sexual harassment). Attorneys at Fields & Brown represent employers at all levels of the

state and federal judicial system, as well as before state, federal and local employment agencies.

A significant portion of the firm's employment practice is focused on counseling clients regarding discipline, severance agreements and non-competition agreements, discharge, reductions in force and internal grievance procedures.

The attorneys at Fields & Brown have a wealth of experience and skill in defending workers' compensation matters that range from muscle strains and permanent total disability to injuries resulting in death. At any given time, the firm has in excess of two hundred open workers' compensation files.

WHY CHOOSE FIELDS & BROWN

- First, our partners have more than 150 years of combined experience.
- Second, our attorneys are seasoned litigators who have tried more than 100 jury trials, many more bench trials, and conducted countless mediations, administrative hearings, and arbitrations.
- Third, we take time to learn the unique and peculiar challenges of each client's industry at our own expense.
- Fourth, we believe the interest of our clients is best served by diverse, talented attorneys, paralegals, and legal assistants who pursue strong advocacy and maintain high standards of professional conduct.
- Fifth, over the past 27 years, Fields & Brown has built a reputation of integrity and credibility with our clients, colleagues and the judiciary.

REPRESENTATIVE CLIENTS

- American Family Insurance Group
- Caesars Entertainment
- Coca-Cola Refreshments, Inc.
- General Motors
- H & R Block
- Kansas City Area Transportation Authority
- Kansas City Missouri School District
- Liberty Mutual Insurance
- Lowe's Home Centers
- Missouri Department of Transportation
- Walmart

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Charles Brown: cbrown@fieldsandbrown.com
J. David Bowers: dbowers@fieldsandbrown.com
Carla Fields Johnson: cfields@fieldsandbrown.com





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ATTORNEYS AT LAW

ABOUT THE FIRM: At Gardner Skelton, we are more than just your legal counsel – we are an active part of your business team. Gardner Skelton partners with organizations of all kinds, from small start-ups to some of the region’s largest and most recognizable businesses. We have the professional credentials our sophisticated clients demand, coupled with a dedication to teamwork, service and value that is our firm’s hallmark.



AREAS OF PRACTICE:

- Employment Law
- Healthcare Law
- Business Litigation
- Corporate Compliance
- Mediation
- Tax Disputes

OUR ATTORNEYS:

- Nicole Gardner
- Heather Skelton
- Abbie Baynes
- Jared Gardner
- Fred Parker
- Jerry Jernigan
- Scott Branam
- Jocelyn Hoefling
- Tyler Peacock
- Caleb Holloway
- Erin Ball
- Ethan Dunn

REPRESENTATIVE CLIENTS: Gardner Skelton attorneys represent a broad spectrum of companies, including manufacturers, banks, retail and restaurant chains, and independent medical practices. The firm also represents officers of national banks and publicly-traded companies, physicians, attorneys and other executives.

AWARDS AND RECOGNITION: Gardner Skelton received a Tier 1 ranking in the 2018 edition of “Best Law Firms” for the practice area of Employment Law. Attorney Nicole Gardner was selected for Best Lawyers in America for 2014 - 2017, and has also been named as one of Business North Carolina’s Legal Elite since 2010. In 2015, Nicole received the most votes as N.C.’s top employment lawyer, thus entering her permanently into Legal Elite’s “Hall of Fame.” In addition to being selected to Best Lawyers in America and Business North Carolina’s Legal Elite, she was also selected by Super Lawyers as a Rising Star in 2010 and 2011, a Super Lawyer from 2012-2018, and as one of the Top 50 Women North Carolina Super Lawyers since 2014. Attorney Jared Gardner was selected by Super Lawyers as a business litigation Super Lawyer in 2012 - 2018, and named to Business North Carolina’s 2016 - 2017 "Legal Elite." Attorney Fred Parker was selected as a Rising Star for Super Lawyers in 2012 - 2014.

To learn more about Gardner Skelton, please visit our website at www.gardnerskelton.com.





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About Our Employment and Labor Practice

At Giffen & Kaminski, successful representation is about practical results. Our approach is an immediate analysis of the facts and law for every matter to quickly determine the most cost-effective strategy to achieve our clients' goals. We build long-term relationships with our clients, one matter at a time. We enjoy what we do. We take pride in our practical results.

We know this area. Our lawyers include a former investigator for the National Labor Relations Board, a former regional director of the Ohio Civil Rights Commission, an Ohio Supreme Court-certified labor and employment specialist, a former in-house attorney responsible for the human resource functions of the company, certified ATIXA investigators and a former Ohio judge.

The lawyers of Giffen & Kaminski have subject matter experience and expertise in age, race, gender and gender orientation discrimination law, Veterans' rights, family medical leave, sexual harassment, privacy in the workplace, wage and hour law, workplace violence, non-competition and restraint of trade, disability rights and reasonable accommodation, OSHA and ERISA litigation, Title IX, wrongful termination, retaliation, unfair labor practices and employment-related immigration.

Litigation

Our lawyers have defended our management-side clients in employment and labor litigation for almost 30 years. We have appeared before all state and federal courts and employment-related administrative agencies in and around Ohio. We have succeeded in achieving a positive resolution or summary judgment in the lawsuits we defend. We have never had a substantial verdict against any of our clients. In recent years, we have successfully tried several race, gender, disability and retaliation cases to unanimous defense jury verdicts. We also serve as co-counsel in partnership with law firms throughout the U.S.

Counseling, Advice and Solutions

The legal advice and solutions Giffen & Kaminski gives to employers span from day-to-day employee relations matters to long-range human resource planning strategies, including:

- ◆ Employment policies and procedures, employment agreements, independent contractor agreements and settlement or severance contracts
- ◆ Internal compliance audits
- ◆ Audits or investigations by state and federal enforcement agencies
- ◆ Disciplining, interviewing and hiring employees
- ◆ Drug testing, criminal background checks and workplace safety issues
- ◆ Training and continuing education on employment issues
- ◆ Title IX investigation and counseling

Special Investigations

Our attorneys are experienced in conducting workplace investigations in companies and in educational settings. Our objective and neutral investigative team has extensive experience in investigations ranging from alleged misconduct at the highest level of corporations to employee-on-employee sexual harassment. When an impartial investigation is needed to bring clarity to a jumble of innuendo and assertions, Giffen & Kaminski can help.

Mediation and Arbitration

Our mediation and arbitration practice is headed by a former judge who has more than 12 years experience on the trial court and appellate bench in Ohio. She adjudicated hundreds of employment cases. She now serves as a well-respected and fair mediator and arbitrator of employment claims and complex business and commercial disputes for parties located across the country.



Litigation, Employment and Corporate Law

Firm Overview & Philosophy

Gonzalez Law, LLC* has offices in Arizona and Wisconsin from which it represents clients throughout the country in litigation, employment, real estate and corporate transactions, and government and public relations matters. Our attorneys have decades of experience with clients that range from Fortune 50 companies to start-up entities. We have a commitment to excellence and client satisfaction, and each attorney has a personal AV® Preeminent rating, the top peer rating by Martindale-Hubbell. Our commitment to economic inclusion has allowed us to help clients build creative and economically beneficial ventures that also serve to grow our communities. We are dedicated to the strategic use of technology to trim our real estate footprint, which provides the firm a cost effective business model and helps our people lead satisfying balanced lives.



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Gerardo (Jerry) H. Gonzalez
Managing Partner, AZ & WI
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Jean-Marie Crahan
Partner, WI
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Labor & Employment Law Practice:

Leading our employment law practice is Dinita James, who has been recognized among the Best Lawyers in America© for employment litigation continuously since 2013. Dinita also is the longtime editor of the *Arizona Employment Law Letter*. Our attorneys have extensive experience representing employers in defense of large employment discrimination and wage and hour class and collective actions as well as individual cases arising under anti-discrimination, whistleblower protection and anti-retaliation laws and in enforcement of noncompetition and other restrictive covenants and employment contract matters. Our attorneys advise also clients on workplace compliance strategies in all aspects of the ever-changing landscape of state and federal employment law.

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Commercial Litigation

Grant Law, LLC provides a full range of dispute resolution services in all aspects of commercial enterprise. Our commercial litigators represent clients in a broad array of commercial disputes at the federal and state level, including business disputes, injunctive relief, real estate litigation, and constitutional law. As trial lawyers, our professional experience entails not only jury and bench trials, but also investigation and discovery practice, motion practice and appeals. We also leverage alternative dispute resolution through arbitration and mediation to resolve disputes in a more timely and cost effective manner for our clients.

Employment Law

With substantial experience in the field of employment law, Grant Law, LLC proactively works with clients to help them avoid lawsuits before they start by assisting them with the development and implementation of policies and practices that reduce the possibility of litigation, including employment policies for hiring, retaining and terminating employees. We also conduct independent internal investigations of employee claims of adverse employment action. When employment claims are filed, we represent our clients before federal and state courts as well as administrative agencies.



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Corporate Services

Corporations of all sizes, in a broad range of industries, look to Grant Law, LLC for a variety of legal services and casework, including drafting bylaws and resolutions, corporate counseling, review and drafting of legal contracts, sales of businesses and other related transactions, and representation in matters of banking, retailing, real estate and construction.

Real Estate and Commercial Lending

Grant Law, LLC leverages its extensive experience in handling real estate matters for developers, investors, lenders and other businesses. We provide a full range of real estate services, including dispositions and acquisitions, mortgage and construction financing and leasing. Our expertise in all areas of commercial lending includes experience in banking law, lending, leasing, structured finance, and project finance and securitizations.

Healthcare Law

The attorneys of Grant Law have represented a number of hospitals, community health clinics, private practice groups, individual healthcare providers, and health insurance companies. Our experience includes assisting clients with the creation, purchase, and sale of physician and dental practices; drafting and negotiating employment agreements for physicians, nurse practitioners, and non-provider staff; drafting and advising clients regarding employee handbooks, policies, and procedures; drafting and negotiating office leases, service agreements, and supply contracts; litigating insurance contract disputes as well as employment disputes, including restrictive covenants (non-compete clauses) and employment discrimination claims.

Product Liability Litigation

Grant Law's extensive experience in the area of product liability litigation includes attorney representation of national and international corporations against a wide array of claims including defective design, failure to warn, and breach of warranty. In addition, we defend manufacturers in cases alleging asbestos and other toxic exposures. We serve as national asbestos counsel for multiple clients, coordinating and supervising all aspects of the litigation including motion practice, discovery, trial and appeals. Our attorneys' experience has covered a broad range of product categories.

Municipal Liability

Providing a full array of governmental law services, Grant Law's seasoned attorneys represent a variety of governmental entities, including municipalities, authorities and school districts. We defend our clients' interests in allegations of personal injury, property damage, automotive accidents, dangerous highway conditions, breach of contract, employment matters, and police misconduct and other claims pursuant to 42 U.S.C. § 1983. We proactively work with our municipal clients to help them avoid lawsuits before they occur by rendering legal advice and interpretation regarding specific issues of liability.

Bankruptcy and Creditors' Rights

Grant Law has considerable experience representing the interests of creditors and lending institutions in federal bankruptcy and state courts covering a wide range of issues. We are equipped to protect the interests of secured and unsecured creditors involved in any contested matters under any chapter of the Bankruptcy Code. We are also able to represent the interests of any creditor initiating a collection action or other commercial litigation against an adverse party. Grant Law's vast experience in transactional matters further qualifies our firm to provide counsel to any creditor involved in the work-out or liquidation of a commercial entity.

*Being different
inspires us.*

Hamilton, Miller & Birthisel, LLP is an AV Rated minority certified law firm representing clients throughout the Florida and the Caribbean in state and federal courts. Our attorneys have the legal knowledge and experience to defend our clients from a position of strength, settling a dispute when in our client's best interest, or aggressively litigating the matter through trial and appeal.

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Professional Service Firms
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Wage & Hour
Harassment
Affirmative Action Compliance
Administrative Charges
Negligent Hiring & Retention
Employment Policies & Manuals
Employment & Consulting Agreements
Employee Leave of Absence
ADA Compliance & Claims
Whistleblower & Retaliation Claims

DIVERSITY:

MBE Certified by the National Minority Supplier Development Council (NMSDC)
National Association of Minority and Women Owned Law Firms (NAMWOLF)
Ranked in Top Ten of Most Diverse South Florida Law Firms by DBR

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Hill Hill Carter
Hill, Hill, Carter, Franco, Cole & Black, P.C.



Who We Are

Since 1924, the attorneys of Hill Hill Carter have offered their expertise and counsel to the firm’s clients in all aspects of employment law. We help our clients avoid lawsuits and limit liability exposure through on-going training, consultation and the development and implementation of policies and practices tailored for the everyday management of personnel at all levels. The Labor and Employment group routinely defends court cases and administrative claims under both state and federal laws involving a broad range of issues, such as discrimination, workers’ compensation, contract disputes, and benefits. We represent corporate employers, third party administrators, insurance companies, municipalities, state agencies, self-insured funds, and small business owners. Our main office is centrally located in Montgomery, Alabama with satellite offices in Birmingham, Alabama and Louisville, Kentucky.

Labor & Employment

- Title VII
- FLSA
- ADA
- FMLA
- OSHA
- ADEA
- Non-compete agreements
- Nonsolicitation
- Severance
- Non-disclosure
- Workers’ Compensation

Our Approach

We bring commitment, tenacity, and creativity to every matter which we undertake. We work closely with our clients to make sure our solutions exceed their expectations. By combining our knowledge of the underlying substantive issues with a thorough understanding of the client’s business needs, we achieve efficient and superior results. Our success is measured by the satisfaction of our clients.



Contact

For more information, please call our NAMWOLF firm contact Felicia Long, Esq. at 334.834.7600.

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We are an Austin, Texas labor and employment boutique. We understand how these issues affect your business operations. **We are not just lawyers, we are your business partners.**

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Local Counsel: Your Austin connection.

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Travis County Women
Lawyer's Association

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Preeminent Rating

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business matters.

JOHNSON, BLUMBERG & ASSOCIATES, LLC

ATTORNEYS AT LAW

Johnson, Blumberg, & Associates, LLC is a dynamic and growing, minority-certified law firm. JB&A has a growing and diversified areas of practice in which we represent individuals and businesses in several practice areas throughout the states of Illinois, Indiana, Iowa, Michigan, Minnesota and Wisconsin. Our unique and broad footprint in the Midwest allows us to be of greater service to our clients.

LABOR & EMPLOYMENT AREA OF PRACTICE:

Johnson, Blumberg & Associates' immigration team assists public and private corporations in a variety of industries with their immigration law needs. We help businesses with nonimmigrant and immigrant visas, global mobility programs, and compliance requirements. Our professionals are experienced in nonimmigrant visas for Canadians and Mexican NAFTA workers, specialty occupation workers, foreigners with exceptional ability, seasonal workers, trainees, intracompany management, executive and professional transferees, temporary business visitors, tourist visitors and exchange visitors. Our experience expands to the immigrant visas for multinational managers or executives, outstanding researchers, foreigners with extraordinary ability, people with an advanced degree, bachelor degree, skilled workers, unskilled workers, and investors. Finally, we work with companies on their immigration compliance programs. As a minority-certified law firm, we have the ability to provide services in more than ten languages.

Practice Areas:

CORPORATE IMMIGRATION

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309 Court Avenue, Suite 249
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SM

KIM VAUGHAN LERNER

THE POWER OF PERSPECTIVE

Kim Vaughan Lerner LLP routinely handles employment disputes before administrative agencies like the EEOC, in state court, in federal court, or in arbitration. Having litigated employment disputes through a jury and bench trial and final arbitral hearing (including within the last fourteen months having successfully represented clients at trial in cases involving allegations of transgender discrimination/retaliation in violation of Title VII and independent contractor misclassification in violation of the FLSA), we have the ability to assess a potential claim and then implement a plan of action to prevent escalation of a problem or in the event of formal proceedings, to achieve the desired results, whether that result should be at settlement or after trial.

PRACTICE AREAS:

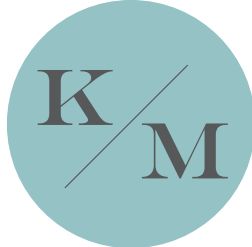
DISCRIMINATION/RETALIATION CLAIMS
FMLA/LEAVES OF ABSENCE CLAIMS
FLSA CLAIMS
RESTRICTIVE COVENANTS
COUNSELING AND TRAINING

EMPLOYMENT RECOGNITIONS:

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FLORIDA TREND LEGAL ELITE
SOUTH FLORIDA LEGAL GUIDE TOP LAWYERS



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KUPFERSTEIN MANUEL LLP

Kupferstein Manuel LLP is an **AV rated** Los Angeles boutique trial firm specializing in employment and general business litigation. Partners Phyllis Kupferstein and Roxanna Manuel have over 50 years of combined experience in BigLaw. Phyllis was a co-founder of Quinn Emanuel Urquhart & Sullivan, LLP, one of the world's premier trial firms, and was with the firm for 20 years, while Roxanna was with the firm for more than 12 years. Phyllis and Roxanna formed KM in February 2014 to offer **the quality and experience of a BigLaw firm at reasonable rates**. KM provides **practical business and legal solutions**, and is committed to obtaining positive outcomes for its clients. Phyllis and Roxanna have a **stellar record of winning big cases** for Fortune 100 clients, and have successfully settled many cases for five figures that had demands of up to eight figures.

CAPABILITIES:

- Business litigation
- Commercial litigation
- Employment litigation & employment law counseling
- Training and investigations
- Trial Lawyers
- Class Actions
- Arbitration
- Asbestos defense litigation
- Securities fraud litigation
- False claims act litigation
- Government contract litigation
- OFCCP compliance, audits, affirmative action plans
- Employee handbook and policy review
- EEOC and DFEH responses & litigation
- Mediation



PHYLLIS KUPFERSTEIN
Managing Partner
pk@kupfersteinmanuel.com

Phyllis Kupferstein was a co-founder of Quinn Emanuel, and its National Director of Employment Litigation and Counseling. She has experience in all types of business litigation, including class actions, and represents clients in a wide range of industries, including entertainment, health care, aerospace, construction and engineering, agriculture, and insurance. She has tried many cases on behalf of employers to defense verdicts, and has successfully represented clients in proceedings before the OFCCP. Phyllis received her B.A. from the University of California, Los Angeles and her J.D., cum laude, from Loyola Marymount University, where she was an Articles Editor for the Law Review.



ROXANNA A. MANUEL
Partner
rm@kupfersteinmanuel.com

Roxanna Manuel's practice focuses on labor and employment matters, including discrimination and wrongful termination, as well as breach of contract, unfair competition claims, trade secret theft, and employment mobility litigation.

Roxanna is also an active trial lawyer, and is the assistant coach of Loyola Law School's award-winning Byrne Trial Advocacy Team. She received her B.F.A. from Texas Tech University, an M.F.A. from the prestigious Yale School of Drama, and her J.D., cum laude, from Loyola Marymount University.

Representative Clients:

Parsons Corporation • Doctor's Best, Inc. • Don Jagoda Associates, Inc. • Farmer's Group, Inc. • Cambodian Children's Fund • Mattel, Inc. Shell Energy North America (US), L.P. • C-Air International, Inc. • Harman Pro North America, Inc. • Harman/Becker Automotive Systems

Lafayette & Kumagai

1300 Clay Street, Suite 810, Oakland, CA 94612 Tel: 415.357.4600 Fax: 415.357.4605 www.lkclaw.com

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ABOUT THE FIRM: Lafayette & Kumagai LLP is a boutique litigation firm located in the heart of downtown Oakland. Established in 1994, the firm has a reputation for excellence with a proven track record of successfully representing its clients in all aspects of litigation. We take pride in the recognition we receive from our clients and the legal community for our litigation and trial skills. We have extensive experience in both state and federal courts throughout California and have a distinguished record for motion practice, jury trials and appeals. Clients trust our handling of high-profile cases with media exposure.

Lafayette & Kumagai received the 2011 Minority-Owned Law Firm Client Service Award, presented by the California Minority Counsel Program for outstanding client service. The firm has been listed in “Litigation Kings” for 2012 and in “Who Represents America’s Biggest Companies?” for 2008, 2010, 2011, 2012, 2014 and 2015, in *Corporate Counsel* magazine’s annual report on the law firms most used by the *Fortune* 100.

LABOR & EMPLOYMENT PRACTICE: Lafayette & Kumagai provides legal services in cases involving all aspects of employment litigation, including class actions, wrongful termination, harassment, discrimination, reasonable accommodation, wage and hour, retaliation and restrictive covenants. In addition, the firm has extensive experience handling ERISA litigation, internal investigations and matters involving whistle-blower allegations and unfair practices allegations, including Section 17200 claims.

For 2013 and 2015, Lafayette & Kumagai has been recognized as a “Go-To Law Firm for the Top 500 Companies” for our Labor & Employment practice. Our recent victories include four summary judgments and two appellate wins in the past year, a defense jury verdict in a constructive discharge trial in San Francisco, a defense decision in a pregnancy discrimination arbitration, a defense verdict in a high profile whistleblower trial in the U.S. District Court, and a defense verdict in a sexual harassment and retaliation trial involving three plaintiffs. These are on top of a nonsuit in an age discrimination/termination trial, and a Judgment as a Matter of Law in a disability discrimination and failure to accommodate case. Matters handled by the firm include, but are not limited to, wrongful termination, retaliation and discrimination cases, and ERISA disputes. Lafayette & Kumagai has recently obtained summary judgments in all of the foregoing types of matters and has successfully handled major wage and hour class actions as well as actions brought by former in-house attorneys against corporate clients. We have 24 published opinions, including employment and ERISA opinions, and have successfully argued before the United States Supreme Court, *HUD v. Rucker*, 535 U.S. 125 (2002).

REPRESENTATIVE CLIENTS: Lafayette & Kumagai handles labor and employment matters on behalf of corporate and public entity clients including: AT&T Services, Inc.; Comcast Cable; Denny’s, Inc.; Home Depot; Shell Oil Company; United Continental Holdings, Inc.; United Parcel Service, Inc.; Xerox Corporation; AC Transit; CalPERS; City of Oakland; DirecTV Group, Inc.; East Bay Municipal Utility District; GlaxoSmithKline; Johnson & Johnson; Kraft Foods Global, Inc.; Macy’s, Inc.; McKesson Corporation; Microsoft Corporation; MV Transportation, Inc.; Nationwide Mutual Insurance Company; Pacific Bell Telephone Company; Pacific Gas and Electric Company; Prudential; Sedgwick Claims Management Services; Silliker, Inc.; Sutter Health; Tyco International, Ltd.; and Viacom, Inc.



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EMPLOYMENT LITIGATION GROUP

Whether it is a single-plaintiff matter or a purported class action, we resolve problems quickly and cost-effectively. We leverage the latest technology tools and employ efficient tactics and strategies that give us the ability to tackle the most complex cases. We have successfully handled matters involving claims for wrongful termination, race, gender and disability discrimination, wage and hour, sexual harassment, medical and disability leave, trade secrets theft, and class actions. We have also successfully represented employers in administrative proceedings before state and federal agencies (including the Equal Employment Opportunity Commission, the California Department of Fair Employment and Housing, and the U.S. Department of Labor), and all leading arbitration institutions (AAA, JAMS, et al.).

REPRESENTATIVE MATTERS

Class Actions

- Successfully defended leading global retailer against wage & hour class action lawsuit alleging unpaid overtime pay related to off-the-clock activities. Obtained dismissal with prejudice.
- Obtained complete dismissal of all class allegations (unpaid overtime and related claims) as to current employees, before discovery was conducted and before filing of class certification motions. This unusual and creative victory was publicized by a leading legal publication.
- Defeated class certification in several wage & hour class actions involving claims for overtime pay, off-the-clock unpaid wages, and meal and rest breaks.

Single-Plaintiff/Non-Class Matters

- Obtained summary judgment for online retail giant against employment lawsuit involving wrongful termination. Upheld on appeal.
- Obtained complete defense arbitration awards on behalf of leading financial institution in two lawsuits dealing with sexual harassment, age discrimination, and retaliation.
- Obtained complete defense verdict after two-month trial for former employee of leading payday loan company and others in one of the few civil RICO cases in history to be tried.
- Successfully represented global fast food chain in employment lawsuit dealing with disability discrimination, wrongful termination, and retaliation. Case settled under highly favorable terms, with minimal discovery.
- Successfully represented leading auto manufacturer against suit involving employee benefits. Obtained dismissal of key claims and settled case under highly favorable terms.
- Successfully represented leading home improvement retailer against numerous employment lawsuits. Obtained highly favorable settlements.

REPRESENTATIVE CLIENTS

Wal-Mart Stores
Kaiser Permanente
KIA Motors
Huawei Technologies

Home Depot
Panda Restaurant Group
Newegg
Southern California Edison



León Cosgrove LLC is a law firm specializing in complex business litigation pending throughout the United States.

There is no costly pyramid structure at León Cosgrove. As a business, we are lean and un-leveraged to deliver better results at less cost.

Our lawyers, most of whom are former federal law clerks, were

educated at top schools and trained at the world's largest and most prestigious firms. They have spent their entire legal careers representing clients in some of the most complex lawsuits filed in the United States.

Our clients are our partners, with whom we will share risk in both plaintiff and defense cases all over the country. **It's the way we win.**

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About

Founded in 1972, Lewis & Munday, P.C. is one of the oldest and largest law firms founded by African Americans. Since its inception, Lewis & Munday has been an innovative, dynamic and forward-thinking firm that provides efficient, creative and comprehensive legal services. The attorneys at Lewis & Munday work collectively in an atmosphere that welcomes diversity and celebrates the power of teamwork. The founders' goal was to establish a firm that is a local and national leader in corporate work and public municipal law. Throughout the 40-plus years that Lewis & Munday has existed, the Firm has worked diligently to achieve that goal and has since expanded into other areas of the law, including but not limited to: real estate and litigation. The core concentration of the Firm across all of its practice groups is commercial transactions. The Firm's clientele is national in scope, and the Firm's attorneys have experience in a wide array of legal disciplines.

The Firm has four primary areas of concentration:

- Corporate law
- Public (municipal) law
- Litigation
- Real Estate

Practice Areas

- Municipal Finance
- Business Development
- Contracts
- Financial Transactions
- Real Estate
- Real Estate Development
- Brownfield Development
- General Litigation
- Employment Litigation
- Labor
- Commercial Litigation
- Insurance Litigation

Diversity

At Lewis & Munday, P.C., we understand that diversity in the workplace is not just about race, gender or other visible attributes, but the presence of acceptance, openness, inclusion and unfettered access to opportunity for all — without regard to gender, ethnicity, national origin, sexual orientation, age, religion or disability.

We celebrate the pursuit of excellence and believe that our differences serve as one of the greatest resources towards achieving that goal. Lewis & Munday promotes diversity by remaining committed to recruiting and supporting diverse talent and supporting professional and community organizations that serve diverse populations through participation and sponsorship. We understand that a diverse team increases the value of our law firm, strengthens our firm's ability to attract talented individuals and enhances our ability to retain and serve our clients.

Mission Statement

Our mission is to:

1. First and foremost, satisfy our client's needs by the delivery of quality, timely and cost-efficient legal services.
2. Enhance and further develop the Firm's reputation as a leading law firm in the nation and the communities served by the Firm.
3. Expand the scope of the Firm's services, strategically establish affiliations and offices in different geographic areas, and develop and maintain long term relationships with new and existing clients.
4. Attract, develop and retain talented attorneys and staff who are committed to, and take pride in, the goals of the Firm by offering challenging, competitive compensation, and a professional working environment.
5. Promote and encourage cultural and ethnic diversity in the composition of the Firm's workforce and among the Firm's clients.
6. Improve the quality of life in the communities in which the Firm practices through involvement in civic and charitable activities.



Liebler, Gonzalez & Portuondo

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LABOR AND EMPLOYMENT
LAW

L&E INDUSTRIES:

- Retail
- Hospitality
- Food & Beverage
- Staffing
- Banking
- Healthcare
- Real Estate
- Private Equity
- Financial Services

ABOUT THE FIRM:

Liebler, Gonzalez & Portuondo is an AV® rated full-service minority-owned law firm and has been voted the most diverse law firm in South Florida for the last several years. With over 65 attorneys working in offices throughout Florida speaking at least 11 different languages between them, Liebler, Gonzalez & Portuondo is a full-service labor and employment, banking, business, commercial, and real estate law firm serving clients throughout Florida and the United States.

OUR LABOR & EMPLOYMENT GROUP:

The Liebler, Gonzalez & Portuondo Labor & Employment Group helps clients of every size, from Fortune 500 companies to mom and pop shops, with their labor and employment needs throughout Florida and nationwide. We understand that our clients have pressing labor and employment needs that require timely, real world business-oriented advice. We partner with our clients to ensure that they receive that practical advice when dealing with one of their largest assets, employees. We also understand that today's workforce is extremely diverse and have in turn hired diverse attorneys to provide pro-active and strategic counseling, train management and employees (in English and Spanish), conduct internal investigations (in English and Spanish), and conduct employment-related audits.

Our Labor & Employment Group has the depth of experience to handle virtually any employment issue a small or big company may face, including class and collective actions. In a pro-active effort to comply with the myriad of local, state and federal laws, we counsel and advise our clients on their day-to-day workplace issues and train management on ways to avoid lawsuits. Or at a minimum, put our clients in the best possible position to successfully defend a lawsuit if one cannot be avoided.

KEY LABOR AND EMPLOYMENT PRACTICE AREAS:

- | | |
|----------------------------|--|
| Discrimination | Whistleblower & Retaliation |
| Wage & Hour | Reductions-in-Force |
| Class & Collective Action | Administrative Charges |
| Harassment | Internal Investigations |
| Disability | Employment Handbooks |
| Non-compete Agreements | Military Leave |
| Employee Leaves of Absence | Title III ADA (Disability Accessibility) |
| Employment Agreements | Union Avoidance & Grievances |
| Consulting Agreements | Separation Agreements |



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South Florida's Most Diverse Law Firm



**Lincoln Derr is a Civil Litigation Law Firm founded
in response to client-demand for versatile,
transparent, and efficient legal representation.**

Lincoln Derr attorneys have extensive knowledge and experience in providing comprehensive services to employers in all areas of labor and employment law.

No matter the type of case, we are prepared to support your goals and defend you using creative, cost-effective, and cutting-edge tactics as we zealously advocate on your behalf.

Litigators. Legal Action. Legal Counsel.

- ✦ Workforce Training and Education to Reduce Legal Risks
- ✦ Management Side Discrimination, Harassment, and Retaliation Claims
- ✦ Employment Contract Matters
- ✦ Wage and Hour Disputes



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Practicing in North Carolina, South Carolina, Virginia and Florida.



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www.martineauking.com

Attorneys Licensed and Practicing in North and South Carolina

About the Firm: Located in Charlotte, NC and Rock Hill, SC, Martineau King is a women and veteran owned AV rated litigation firm, dedicated to representing employers and businesses throughout the Carolinas. The employment team attorneys at Martineau King are as much innovators in business as they are experienced trial lawyers. Our attorneys bring a fresh and timely approach to how a litigation firm works.

Our Employment Team: Martineau King successfully handles all levels of employment related litigation defense and consultation for businesses with legal issues. Our employment team is versatile, creative, and always ready for a challenge.



Elizabeth Martineau

As a former **Captain in the U.S. Marine Corps**, Elizabeth embodies tenaciousness, an unsurpassed work ethic, and above all, complete loyalty to her clients. With extensive trial experience before state and federal courts, Elizabeth offers clients maturity, precise legal analysis, and when needed-aggressive representation. Elizabeth began her law practice as a Marine Corps Judge Advocate and Special Assistant U.S. Attorney prosecuting in the federal court system. She brings a wealth of experience to her representation of professionals, corporations, municipalities and businesses involved in complex legal matters. Elizabeth holds a Martindale-Hubbell AV Preeminent rating. If you have a legal problem, you want this marine in your corner.



Crystal Trotter

As a natural communicator, Crystal excels at witness interviews and internal investigations. Crystal has a knack for negotiating and has successfully resolved many claims pre-suit and/or pre-mediation. She understands the delicate balance and competing interests of quick and fair resolution, defense costs, and the ever present concern for the establishment of precedent. In addition to the extensive experience she has with the U.S. Equal Employment Opportunity Commission and several state Departments of Labor, Crystal possesses significant federal and state court experience.



Tamara Okoli

As an experienced employment attorney, Tamara's background includes litigating employment matters as plaintiff's counsel. Her experience on the other side of the "v" has proved valuable in dissecting her opponent's strategies and working with opposing counsel. Tamara routinely handles pre-suit matters and counsels on all facets of employment issues including, but not limited to, employee misconduct, wage and hour issues, medical leaves of absences, and personnel policies. Tamara has experience handling matters in both state and federal court.

Why Martineau King: Our clients range from individuals and small businesses to large international corporations and municipalities. We offer the personal attention that characterizes a small practice with the broad expertise and capabilities of a large firm, and most notably, Martineau King has and continues to garner stellar results for employers of all sizes.

Our Practice Areas:

- Breach of contract claims
- Compliance & advisory counseling
- Discrimination claims of all types
- Employer policies, personnel handbooks & manuals
- Employment litigation
- FLSA and FMLA claims
- Human Resources counseling
- Investigations (including OSHA investigations & defense)
- Management training
- Non-compete agreements & trade secret misappropriation
- Sexual & other harrasment
- Unemployment hearings
- Wage & hour claims
- Whistleblower & retaliation claims
- Workplace safety & health
- Wrongful discharge claims





THE LAW OFFICES OF
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& Associates**
Pennsylvania • New Jersey

*A group of dedicated,
diverse & experienced
legal professionals*

Key Employment Practice

Discrimination
Harassment
Disability
Retaliation
Restrictive Covenants
Employee Leaves of Absence
Administrative Charges
Employment Handbooks
Title VII
Title III ADA

Representative Clients

Wal-Mart Stores, Inc.
Honeywell
Lasko Products, Inc.
The Kroger Co.
Excel Direct, Inc.
Variety Wholesalers, Inc.
Infor Global Solutions
Cardinal Logistics

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Providing Innovative and Unique Strategies in Employment Litigation

ABOUT THE FIRM

Law Offices of McDonnell & Associates provides exceptional, individualized client services in Pennsylvania and New Jersey and also nationally upon client request. We are a mid-sized litigation boutique with the experience of a large law firm. Our professionals represent small to mid-sized companies and large Fortune 500 corporations. Our firm devotes personalized cost-effective service for each client including the utilization of innovative billing and work techniques.

McDonnell & Associates actively promotes women and minorities in its hiring and promotional practices, and is committed to various diversity groups. Among the firm's leadership, 75% of our partners are women and 25% are minorities. Overall, our attorneys are 64% women and 30% minorities. When we represent clients before judges and juries, our attorneys reflect the make-up and demographics of our increasingly diverse society. McDonnell & Associates' inclusion efforts go well beyond the law firm walls. McDonnell & Associates actively recruits and partners with other diverse suppliers for goods and services utilized by the firm. The firm is active in the community; and most of our attorneys serve in various capacities with many charities.

OUR EMPLOYMENT LITIGATION PRACTICE

McDonnell & Associates has extensive experience representing large employers in litigated matters as well as matters pending before the public agencies charged with investigating unlawful employment practices. Our employment group has successfully defended employers in cases involving allegations of discrimination based on race, gender, age, disability, and pregnancy as well as allegations of unlawful retaliation. We have also successfully defended wrongful termination claims, wage and hour disputes, and other actions brought by and against management and by and against co-employees. The employment group regularly utilizes motion practice to obtain dismissals and other favorable decisions on behalf of our clients. And, while we efficiently identify and resolve cases before protracted and costly litigation ensues, we are proud of the defense verdicts obtained in sexual harassment, hostile workplace, and civil rights trials.

The firm also counsels in preventive measures to help avoid litigation and to establish viable defenses should a claim arise. To that end, our employment group facilitates customized training sessions to educate employees about their rights and responsibilities, prepares personnel policies and employee handbooks, and provides proactive advice regarding compliance with various federal, state, and local laws.





MILETICH

PC • ATTORNEYS AT LAW



Amy L. Miletich

Amy L. Miletich, founding member of Miletich PC, has been defending employers for over 20 years. Her practice is focused on employment law matters, civil litigation and insurance law. Ms. Miletich is the former Chair of the Defense Research Institute's Employment and Labor Law Committee. In 2014, she was elected a National Director of the Defense Research Institute.

Ms. Miletich has been recognized as a Colorado Super Lawyer every year in employment defense since 2007. Ms. Miletich has been named one of the Top 50 Women Colorado Super Lawyers and is listed in Best Lawyers in America. She is AV Preeminent® Rated by Martindale-Hubbell. She is also a member of the Federation of Defense and Corporate Counsel and the International Association of Defense Counsel.

Together with the contributions of the firm's Labor and Employment attorneys and staff, Miletich PC prides itself on providing superior legal representation to its clients.

Miletich PC is a Preeminent AV® rated, majority woman-owned litigation firm located in Denver, Colorado. With extensive experience in employment law and broad knowledge of employment practices and issues, Miletich PC has successfully defended employers against a variety of claims, and has advised them on questions concerning management, human resources, and operations.

EXPERIENCE

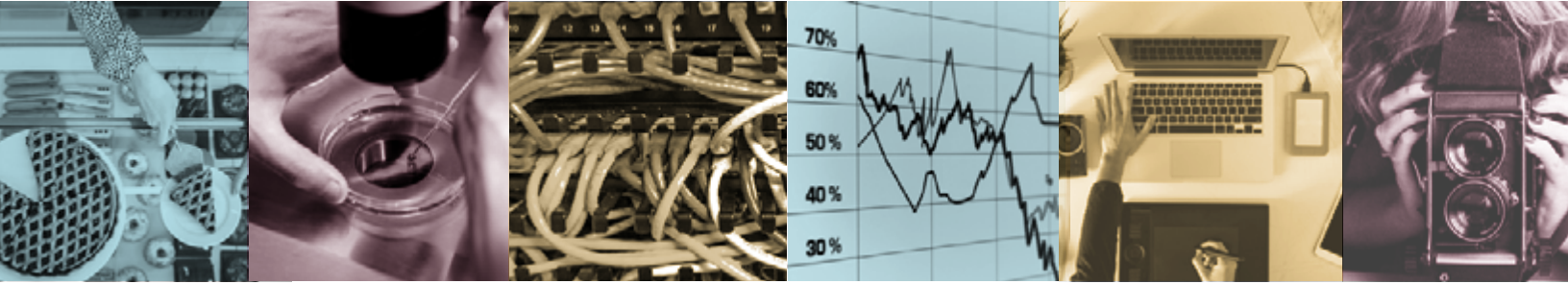
Companies from diverse industries look to us for assistance with questions involving all aspects of the employment relationship, from recruiting to separation. We have litigated discrimination and harassment claims based on race, gender, age, religion, national origin, and disability; claims of retaliation under state and federal law; claims of negligent hiring and supervision; disputes arising out of non-competition, trade secrets, and non-solicitation agreements; and an ever-broadening range of common law claims arising out of alleged workplace conduct.

Our attorneys are experienced in representing employers in mediations and investigations by the Equal Employment Opportunity Commission, the Colorado Civil Rights Division, the Federal and Colorado Departments of Labor, among other state and federal agencies. Miletich PC attorneys are skilled in wrongful termination; constructive termination; retaliation; breach of contract; civil conspiracy; and negligent hiring, supervision and retention matters. Our firm is often called upon to counsel employers on personnel policies and claims prevention issues, and has presented training and informational seminars to company management groups and employees. Each attorney in the firm also practices in state courts across the State of Colorado and in the United States District Court for the District of Colorado and the Tenth Circuit.

We recognize the importance of addressing legal questions in the context of our clients' day-to-day operations and achieving solutions that suit our clients' business and human resources needs. We often advise employers on questions involving hiring, interviewing, pre-employment screening, employee handbooks and workplace policies, performance evaluations, effective performance improvement or discipline, workplace investigations, and options for ending the employment relationship.



We got this



Diverse

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Women-Owned Law Firm

Cost-Effective

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Singular Focus

100% Focused on Employment
Law For California Businesses

Statewide

Multiple California Offices
& Border-to-Border Coverage

Our Practice

Miller Law Group's practice is focused exclusively on employment law and related litigation, representing start-ups to Fortune 500 companies doing business in California

Litigation

Trials

Appeals

Class Actions

Advice, Counseling & Risk Management

Administrative Charges

Emerging Growth Companies

Employee Mobility Issues

AAP/OFCCP Compliance

Contractual Arbitrations

Traditional Labor

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MillerLawGroup



MillerLawGroupUpdate

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Counseling businesses in employment, labor, and immigration matters.

Monty & Ramirez LLP, a minority-owned law firm, represents public- and private-sector businesses and organizations in matters involving employment, labor and immigration compliance issues. Our firm also maintains full-service business immigration practice representing companies and individuals alike. Our philosophy is to advance our clients' interests as effectively as possible by offering a forward-thinking approach. We are committed to understanding our clients' specific business, industry and legal concerns. We keep a constant focus on our clients' immediate and long-term goals. Working hard and producing innovative, cost-effective solutions is imperative for us and our clients.



Firm Partners (from left to right): Daniel N. Ramirez, Jacob M. Monty, Sarah D. Monty-Arnoni, Carolina Ortuzar-Diaz, and Ruth M. Willars.

Corporate and Investor Immigration

- ◆ Employment Based Petitions for Nonimmigrant Visas
- ◆ Employment Based Petitions for Permanent Residency
- ◆ Investor Nonimmigrant and Immigrant Petitions, including EB-5
- ◆ In-House Immigration Policy Best Practices and Compliance
- ◆ Immigration Due Diligence Compliance and Review



Jacob M. Monty
Daniel N. Ramirez



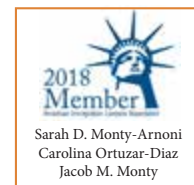
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Carolina Ortuzar-Diaz



Jacob M. Monty
Daniel N. Ramirez



Jacob M. Monty



Sarah D. Monty-Arnoni
Carolina Ortuzar-Diaz
Jacob M. Monty

Labor and Employment

- ◆ Litigation Defense in Employment-Related Matters
- ◆ Arbitration, Mediation and Administrative Proceedings
- ◆ Government Investigations
- ◆ Internal Investigations and Audits
- ◆ Employment Contracts
- ◆ Wage and Hour Litigation and Counseling

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Put our experience, understanding and innovative solutions to work for you. At Monty & Ramirez, **we know what works.®**

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NEMETH LAW PC
WORKING WITH EMPLOYERS®

Labor & Employment Defense

Detroit based, and nationally recognized, Nemeth Law is a preeminent employment and labor law firm that works exclusively with employers to effectively prevent, creatively resolve, and forcefully litigate employment disputes. Our concentration on employment litigation, traditional labor law, and management consulting provides our clients with personalized, cost-effective legal services that many large, full service firms do not. In existence for over 25 years, the firm is the largest woman-owned law firm in Michigan to exclusively represent employers in employment and labor law. Nemeth Law's attorneys collectively have over 200 years of experience in employment defense and traditional labor law.

Our Approach

When clients engage with Nemeth Law, they gain a collaborative partner, a collective team of business-savvy, labor and employment law experts devoted to excellence in the practice of law. Nemeth Law attorneys are accomplished leaders in the legal community and widely regarded as:

- Respected employment litigators
- Forceful labor negotiators
- Proactive counselors and trainers
- Experienced workplace investigators
- Passionate and persuasive advocates
- Strategic problem solvers
- Accomplished mediators and arbitrators
- Cost-effective collaborators

Representative Clients

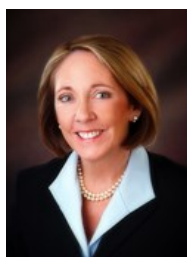
AIG / Chubb / Travelers Insurance
AirBoss of America
Asplundh Tree Expert Co.
AVL North America
Ciena Healthcare
Complete Automation
Compuware Corporation
County of Wayne

Credit Acceptance
Dunham's Sports
Dynatrace
FCA US LLC (Chrysler)
Fifth Third Bank
Lifetime Fitness
MotorCity Casino Hotel
Pacific Sunwear

Prestige Healthcare Mgmt.
PVS Chemicals
Quicken Loans
Rush Trucking
Sakti3
Wayne County Airport Authority
Wells Fargo
Xerox Corporation

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EXPERIENCED COUNSEL. UNMATCHED RESPONSIVENESS. TRUE PARTNERSHIP.

Nukk-Freeman & Cerra, P.C. is a 100% women-owned and WBENC Certified employment law firm providing counsel to businesses in all areas of employer-employee relations across a variety of fields including technology, pharmaceuticals, financial services, health care, manufacturing, construction, education, consumer products, and other service-oriented businesses. The firm has successfully litigated thousands of employment law cases and delivers unparalleled strategic litigation defense. Our core philosophy is to tactically help clients prevent employment law issues. When prevention is not possible, we vigorously defend against such claims. All of our attorneys are dedicated to preventative counseling and training on employment and benefits issues and have deep expertise advising on the various employment and benefits related issues that arise on a daily basis.

At NFC, we are committed to diversity and the empowerment of women in the workplace. We continue to receive numerous awards and accolades recognizing our diversity efforts from the New Jersey Women Lawyers Association, Women's Business Enterprise National Council, The Small Business Association's "NJ Women in Business Champion of the Year" and the Alfred P. Sloan Foundation Award for "Business Excellence in Workplace Flexibility".

EMPLOYMENT SOLUTIONS THAT WORK

-  Litigation Defense
-  Employment Practices Training
-  Policy & Document Preparation
-  Labor Management Relations & Union Avoidance
-  Business & Legal Advice/Audits
-  Executive Compensation & Employee Benefits
-  Workplace Investigations

REPRESENTATIVE CLIENTS

- | | | | |
|--------------------|----------------|-------------|-----------------|
| Allstate Insurance | MetLife | Prudential | UPS |
| Five Below | Morgan Stanley | Novartis | United Airlines |
| Horizon BCBSNJ | Panasonic | Toys "R" Us | Valley Hospital |

WE ARE PASSIONATE ABOUT EVERYTHING WE DO



For the 8th consecutive year, Chambers USA, the highly regarded international legal research body, has recognized NFC as one of the top Employment Law firms in New Jersey as well as singling out many of the Firm's partners as leaders in their field.



Listed in New Jersey Super Lawyers Magazine for 9 consecutive years, fourteen Nukk-Freeman & Cerra attorneys are included on their 2017 lists, including 6 attorneys on the "Top 50 Women Lawyers" list and five attorneys on "Top 100 Lawyers" in the state list.



Listed in 2016-2015, 2013, 2011-2010 as "One of the Fastest-Growing Private Companies in America" by Inc. Magazine.

The Super Lawyers® list is issued by Thomson Reuters. A description of the selection methodology can be found at http://www.superlawyers.com/about/selection_process.html. The Chambers USA Ranking is issued by Chambers & Partners. A description of the selection methodology can be found at <http://www.chambersandpartners.com/methodology>. No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

PCT Law Group's Business and Employment Litigation Practice is comprised of a talented and highly regarded team of litigation attorneys, who have extensive experience litigating disputes before state and federal courts throughout Virginia, Maryland, and Washington, DC.



H. Scott Johnson, Jr.
Managing Member

About PCT's Litigation Practice

PCT represents businesses of all sizes on the following types of representative litigation matters:

- ❖ **Employment and Title VII litigation claims** including employment discrimination, harassment, retaliation, wage and hour disputes, and wrongful discharge.
- ❖ **Business torts** including tortious interference, breach of fiduciary duty, civil conspiracy, defamation, fraud, unfair business practices, and misappropriation of trade secrets.
- ❖ **Business contract disputes** involving non-disclosure agreements, non-compete agreements, partnership agreements, customer contracts, vendor contracts, real estate contracts, and employment contracts.
- ❖ **Government contract** and federal procurement disputes.

Representative Litigation Experiences

- ❖ Represented a **Fortune 50 company** in a Fair Labor Standards Act (FLSA) case, resulting in dismissal.
- ❖ Represented a **Fortune 100 company** in a case involving Title VII, Americans with Disabilities Act (ADA), and § 1981 Civil Rights claims, resulting in dismissal.
- ❖ Represented a **Fortune 100 company** in a Family and Medical Leave Act (FMLA) and Age Discrimination in Employment Act (ADEA) case, resulting in dismissal.
- ❖ Represented a **Fortune Global 500 financial institution** in federal court litigation, resulting in a favorable multi-million dollar debt payment.
- ❖ Represented a **Fortune 100 company** in a breach of contract case, resulting in dismissal.
- ❖ Represented a **Fortune 250 company** in an employment action, resulting in dismissal on summary judgment.
- ❖ Represented a **Fortune Global 500 company** in a defamation action, resulting in dismissal on summary judgment.
- ❖ Represented a **commercial lender** in defense of a multi-million dollar construction loan dispute, resulting in a favorable jury verdict.
- ❖ Represented a **foreign corporation** in a trademark dispute before the Fourth Circuit Court of Appeals, resulting in a favorable appellate ruling and dismissal.

Contact

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Contact: Lisa Lawson, lisalawson@penningtonlawson.com

ABOUT THE FIRM:

Pennington Lawson is a San Francisco-based, women-owned law firm that provides sophisticated, strategic, and efficient legal services to clients who seek the advice and counsel of top-tier lawyers. We are specialists in employment law, litigation, and real estate, with decades of major law firm experience in those areas. We represent clients throughout the state of California—from small businesses to Fortune 500 companies—in a broad range of matters, providing strategic advice and targeted litigation advocacy.

In 2015, Pennington Lawson was named to the San Francisco Business Times list of the Top 100 Women-Owned Businesses in the San Francisco Bay Area (and in the top 50 for the City of San Francisco)—one of only five law firms on the list. Our lawyers have been rated “AV Preeminent” by Martindale Hubbell and have repeatedly been named Northern California “Super Lawyers.”

The firm’s attorneys previously practiced at leading international law firms, including Quinn Emanuel, Paul Hastings, Latham & Watkins, and Orrick. We pride ourselves on being nimble, innovative, and cost-effective experts in our areas of practice.

PRACTICE AREAS:

Litigation

Our litigators have numerous trial and arbitration wins for clients in a broad range of industries, including high-tech, finance, entertainment, aerospace, defense contracting, commercial security, and consulting. Our knowledge of the substantive law is both deep and wide, with specialties including trade secrets, employee movement, employment, business contracts, unfair competition, fraud, securities, professional liability, privacy, unfair competition, false advertising, defamation, insurance coverage, copyright and trademark, and real estate. Our lawyers also have a long track record of obtaining dismissal of claims before trial—winning motions for dismissal, demurrers and motions for summary judgment. This reputation, coupled with our willingness to take cases to trial, means we are able to extract better settlement terms and better, business-oriented results in difficult cases.

Employment

We represent businesses in litigation and at trial in all varieties of employment disputes, including those involving sex, race, age, and disability discrimination and harassment, wrongful termination, whistle-blowing, defamation, fraud, invasion of privacy, unfair competition, and wage-and-hour violations. We are experienced in all arenas in which employment disputes arise, including state and federal court, arbitration, and administrative agencies. We also regularly advise employers on the full spectrum of employment-related issues, including separations and hiring, best practices, and litigation avoidance. We conduct neutral investigations of sensitive workplace complaints and assist employers by preparing policies and handbooks and providing management training on employment law issues.

Real Estate

We represent clients in all aspects of commercial real estate transactions, including purchase and sale, joint venture, leasing and financing. We regularly advise clients regarding development opportunities, management of real estate portfolios, and real estate deals of all shapes and sizes. With years of deal experience and understanding and appreciation for the particular needs of those in the real estate business, our attorneys are accustomed to providing counsel to investors, equity providers, developers, lenders, borrowers, guarantors, owner associations and tenants-in-common. We also advise clients on all aspects of commercial leasing and all types of commercial property, including global retailers, restaurants, fitness club operators, healthcare companies, start-up companies, technology companies and manufacturing companies.

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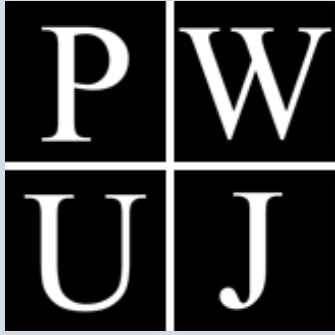
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Advancement Honoree

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Women for Economic and Leadership
Development (WELD), Silver Level
Corporate Member

Our labor and employment attorneys represent clients in a wide variety of industries-- ***retail, restaurant, supply chain/logistics, manufacturing, higher education, healthcare and insurance, to name a few.*** We practice before administrative agencies and in state and federal courts across the country. We also routinely review and draft employee handbooks, conduct training, investigate claims of discrimination, harassment and retaliation, advise on reductions in force, collective bargaining and restrictive covenants, and handle single plaintiff and class action wage and hour matters.

Attorneys licensed in Florida, Georgia, Michigan, Ohio, New York & Pennsylvania



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“Big firm” talent, sophistication and experience, with “small firm” personalization of service and rate structure.

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- + Class Action Defense***
- + Executive Compensation***
- + Preliminary Injunctions & Temporary Restraining Orders***

- + Discrimination Claims Defense***
- + Non-Competes, NDAs, Earn-outs***
- + Advancement & Indemnification***



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Potter & Murdock is a women and minority-owned law firm with a nationwide practice and offices in Virginia, Maryland, and Washington, D.C. The firm has practices in the areas of labor and employment law, litigation, government contracts, and health care law. The firm’s legal expertise in the labor and employment field covers the gamut of legal issues employers encounter every day.

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Falls Church, VA 22046

2200 Pennsylvania Ave., N.W.
4th Floor, East Tower
Washington, DC 20037

9520 Berger Road,
Suite 212
Columbia, MD 21046

Some of our major practice areas in the labor and employment field include:

- ❖ Compliance Advice and Counseling
- ❖ Employment Discrimination, ADA, and FMLA
- ❖ Employer Policies and Handbooks
- ❖ EEOC and DOL Proceedings and Litigation
- ❖ Employment Litigation
- ❖ Investigations
- ❖ Management Training
- ❖ Wage and Hour Laws

“Smart Legal Strategy and Solutions for Tough Situations”





Pugh, Jones & Johnson, P.C.

PJJLAW.COM

ABOUT PJJ

In 1991, Pugh, Jones & Johnson was founded by two former federal prosecutors as a minority-owned litigation and transactional law firm. These two lawyers quickly established a culture of hard work and excellence that continues today.

PJJ's legal team includes former federal and state prosecutors, in-house counsel, General Counsel, and lawyers from AMLaw 100 firms. Our focused plan is to continue to attract top talent by recruiting from excellent law schools and providing the training and resources necessary to develop exceptional lawyers.

PJJ's 17 attorneys are located in offices in Chicago and New York and practice primarily in the areas of:

- employment
- commercial and business litigation
- corporate and regulatory investigations
- complex trials in Federal and State courts
- insurance coverage and claims analysis
- public finance

We combine our extensive industry knowledge with sound business advice and skilled legal counsel. PJJ is proud to serve the following industries:

- Higher Education
- Energy and Utilities
- Financial Services
- Government (State, Counties, Municipalities)
- Healthcare (pharma, device, suppliers)
- Insurance
- Religious Institutions
- Technology
- Transportation

While PJJ is a nationally recognized minority-owned law firm, we are first and foremost a team of diverse lawyers with exceptional credentials, an outstanding record of success, and a wealth of knowledge, ideas and experiences.

RECOGNITIONS

We are honored by the recognitions that our Firm and individual lawyers have received from clients, peers and the legal community, including:

- Martindale-Hubbell's AV Preeminent Judicial Rating
- Named by In-House Counsel as a Top 500 Go-To Law Firm
- Leading Lawyers and Super Lawyers
- Chief Ethics Officer for the Chicago Housing Authority
- American College of Trial Lawyers
- American Board of Criminal Lawyers
- International Academy of Trial Lawyers
- Illinois Trial Lawyers Society
- Chicago United - Business Leaders of Color
- Listed in *Bond Buyer's* Red Book

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IN COURT. AT NEGOTIATIONS. AGAINST COMPETITORS.

ABOUT THE FIRM

The law firm of Royal, P.C. is 100% woman-owned and women-managed. We solely represent businesses in all aspects of labor and employment law, providing sophisticated representation, unsurpassed individualized service, and cost efficiency to our clients.

Royal's headquarters are nestled in the renowned five college area of Western Massachusetts.

We practice in:
**MASSACHUSETTS
CONNECTICUT
VERMONT**

Amy B. Royal, Esq.
ARoyal@TheRoyalLawFirm.com
(413) 586-2288

AREAS OF PRACTICE

Labor Relations

- Collective bargaining
- Unfair labor practices
- NLRB elections

Employment Litigation

- FMLA, ADA, Workers' Compensation
- Discrimination and harassment
- Class and individual wage and hour
- Disability and leave laws

Preventive Services

- Handbook and Policy Review
- Supervisor Training
- Employment contracts

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SANCHEZ & AMADOR, LLP

California Employment Defense Team

Who We Are A diverse team of employment lawyers representing major national employers in courts and agency proceedings throughout California. For full biographies, please visit our website at www.sanchez-amador.com.



Who We Represent Wells Fargo Bank, McDonald's, United Parcel Service, JPMorgan Chase, Kaiser Permanente, U.S. Bank, Nationwide Insurance, Tyson Foods, California Community Foundation, 8x8, Williams-Sonoma, Blue Apron, and similar organizations.

We have strong, collaborative relationships with our clients. Please allow us to put you in touch with in-house counsel references who know our work and see, first hand, the confidence their own business clients have in our responsiveness, results, creativity and cost-effectiveness.

How We Work We typically assign a two-lawyer team on single-plaintiff cases. We invest significant non-billable time training and coaching our associates, so they advance at a rapid rate and are able to cost-effectively manage litigation. All written work product gets an extra review without charge to our clients, to ensure our quality standards are met.

We focus relentlessly on client service, striving to make our clients' jobs easier with clear and succinct communications, rapid response, and early submission of key documents for client review. We're constantly looking to improve our skills with focused training on deposition, cross-examination, writing, ethics and other critical skills—on our dime, of course.

Results We win. A lot. We leverage devastating plaintiff depositions into dismissals. Clients are often surprised at the low-dollar settlements we achieve (as in \$0 or \$500) in California employment lawsuits. We obtain dismissals on motions. And when we go to trial or arbitration, we win there too.

We achieve these great results because we focus only on what needs to be done to get results for our clients, as defined by our clients. If discovery fights won't help us win, we avoid them. Being nasty with opposing counsel never helps, so we avoid that too. We really think about tactics and strategy and never take a cookie-cutter approach.

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Hugo Chaviano, Contact Partner

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About the Firm

Sanchez Daniels & Hoffman LLP is a mid-sized civil defense litigation firm with over 35 attorneys, a majority of whom are women and minorities. Sanchez Daniels & Hoffman LLP is a full service civil practice law firm with the top A.V. Martindale-Hubbell rating. The firm is actively involved in the preparation, trial and appeal, if necessary, of civil cases of all kinds including personal injury, property damage, employment discrimination, coverage disputes and other litigation. The firm specializes in the fields of product liability, strict liability in tort, labor and employment, construction, asbestos and civil rights litigation. The firm's litigation practice takes it before all levels of State and Federal courts in IL, IN, MI, MN, MO and OH. The firm also practices before regulatory and administrative agencies as well as arbitration and mediation adjudicators.

Our Employment Law Practice

In our Employment Law practice, we represent both public and private employers defending against all types of employment-related claims including discrimination, harassment, wrongful termination, civil rights violations and a wide range of tort claims. Our attorneys actively practice in both federal and state court and before state and federal administrative agencies. We also counsel employers in all aspects of employment law matters including hiring, terminations, reductions in force, performance issues, employment agreements, policies and practices, severance matters, wage and hour issues, I-9 compliance and immigration. Our attorneys also assist in traditional labor matters including contract negotiation and drafting proposals, the processing of grievances and grievance arbitration.

Representative Clients

ALLSTATE INSURANCE COMPANY

BMW NA LLC

CITY OF CHICAGO

DUPONT

FORD MOTOR COMPANY

HARLEYSVILLE INSURANCE GROUP

McDONALDS CORPORATION

BELLWOOD SCHOOL DISTRICT 88

CHRYSLER GROUP LLC

COLONY SPECIALTY GROUP

EXELON

GALLAGHER BASSETT SERVICES

MARMON GROUP

STATE FARM INSURANCE COMPANY



Our History

Sapientia Law Group PLLC is a mid-sized law firm in Minneapolis, Minnesota, providing high-quality legal representation and consulting services in a variety of practice areas. Many of the firm’s attorneys are former “Big Firm” attorneys who came together to develop an innovative, non-traditional law firm model that distinguishes itself by the alternative fee structures offered to clients. In its first six years, Sapientia represented more than 600 clients, including two Fortune 100 Companies and six Fortune 500 Companies, and billed 55% of its revenue under alternative fee structures. Sapientia’s team includes Martindale-Hubble® AV-rated attorneys, in-house counsel, a former CEO of a multi-million corporation owned by the Mille Lacs Band of Ojibwe, former, current, and upcoming county and state Bar Presidents, a former Bar Foundation President, and five attorneys recognized as “Attorneys of the Year” (one in 2012, three in 2013 and one in 2016) in the State of Minnesota. In 2015, Sapientia was named one of the “Go-to Top Ranked Law Firms” at top 500 companies by *Corporate Counsel* magazine.

Our Expertise

Litigation	Transactional	Business Consulting
<ul style="list-style-type: none"> • Commercial Disputes • Employment • Product Liability Defense • Insurance Defense • Privacy Issues • Civil Appeals • Bankruptcy 	<ul style="list-style-type: none"> • Real Estate and Construction Lending • Commercial Real Estate and Construction Transactions • Commercial Leasing • Entity Formation and Governance 	<ul style="list-style-type: none"> • Federal & State Campaign Finance • Lobbying Compliance • Gift/Entertainment/Travel • Pay-to-play rules • Political Law Compliance • Employment Advice • Executive Coaching

Our Diversity

Sapientia, a NAMWOLF law firm, does not spend time talking about diversity or forming committees to focus on it. We live it. Sapientia is a women-owned and minority-owned, multi-ethnic, multi-cultural professional corporation that has attorneys with African American, Caucasian, Indian, Latino, and Native American roots. Our law firm is certified as a “Minority Business Enterprise” by the National Minority Supplier Development Council (NMSDC). Sapientia is one of a very few mid-sized law firms in the Midwest who is both minority-owned and women-owned.

Our Values

Sapientia has six core values: (1) Listen to Clients. (2) Provide Alternative Billing Options. (3) Deliver Excellent Results. (4) Build Strength Through Diversity. (5) Make a Difference. (6) Have Fun. Sapientia’s ideal client is one looking for (i) a way to budget, contain, and plan for agreed-upon legal expenses, (ii) top-notch legal professionals who are recognized as great attorneys and leaders in the legal community, and (iii) a firm walking the talk of diversity.





SCHMOYER REINHARD LLP

Attorneys at Law

Schmoyer Reinhard LLP is a Texas-based law firm that advises and represents Fortune 500 companies in all areas of labor and employment law. Schmoyer Reinhard has a full-service labor and employment practice that assists employers throughout Texas and the United States, by:

- Representing employers in all types of employment litigation, including class actions, multi-party actions, government actions, and labor arbitrations
- Providing counseling on all aspects of labor and employment law
- Advising employers on strategic and complex employment decisions
- Conducting training on various labor and employment-related topics
- Drafting and reviewing employment-related policies and procedures
- Negotiating and preparing a wide variety of employment agreements
- Guiding employers through collective bargaining issues and negotiations

Accolades

- Named an "Other Noted Firm" in *Chambers USA 2016 and 2017, Labor & Employment - Texas*
- Named a 2017 Tier 1 Metropolitan "Best Law Firm" by *U.S. News – Best Lawyers®*
- Ranked in top 15% of employment litigation law firms in *BTI Litigation Outlook 2017: Changes, Trends, and Opportunities for Law Firms Report*
- Named to the Honor Roll in the *BTI Brand Elite 2017: Client Perceptions of the Best-Branded Law Firms Report*
- Named to the BTI Client Service A-Team 2017 for client service
- Named to the Honor Roll of Recommended Firms in Utilities in the *BTI Industry Power Rankings 2017: The Law Firms with the Best Client Relationships in 18 Industries Report*
- Received AV® Preeminent rating, the highest possible rating from Martindale-Hubbell®, based on legal ability and general ethical standards

Representative Clients

- AECOM
- Allegis Group
- Charter Communications, Inc.
- CPS Energy
- Formosa Plastics Corporation
- NuStar Energy LP
- Mission Pharmacal Company
- PulteGroup, Inc.
- San Antonio Water System
- Sirius Computer Solutions
- Southwest Research Institute
- UnitedHealth Group
- United Parcel Service, Inc.
- Xerox Corporation

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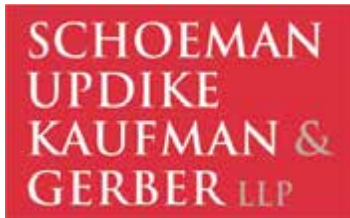


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ATTORNEY AWARDS AND PEER RECOGNITION (partial list)

Martindale-Hubbell AV Preeminent
Best Lawyers in America
Super Lawyers New Jersey & New York
Super Lawyers Top Women Attorneys in New York



ABOUT THE FIRM

We are a WBENC, New York State and New York City WBE-certified women-owned law firm, founded in 1969. We represent businesses ranging in size from Fortune 50 public corporations to small, privately-held companies, partnerships and individuals.

Our lawyers are licensed in New York, New Jersey, Arizona, Connecticut, Florida, Georgia, Massachusetts and Pennsylvania. We have appeared in litigation in most states and in federal courts throughout the country.

PRACTICE AREAS

- Employment and Employee Benefits Litigation Defense and Counseling
- Commercial, Securities and Complex Business Litigation
- Regulatory, Governmental and Internal Investigations
- Intellectual Property
- Product Liability (including pharmaceutical, biotech, medical device, toxic torts, consumer and chemical products)
- Real Estate Transactions and Litigation
- Business and Financial Services
- Professional Responsibility and Ethics
- Private Client Services (family law, trusts and estates and related litigation)

EMPLOYMENT LITIGATION AND COUNSELING

We have a full service employment law practice defending and counseling publicly traded and privately held businesses, schools and universities, and executives, officers, directors and trustees on matters involving virtually every aspect of employer-employee relations. Consistent with the goals of many of our clients, we aim to achieve the best early resolution of employment disputes. If need be, our seasoned trial attorneys are ready to try cases as well.

We have significant experience defending employers in federal and state courts, in arbitrations, and before administrative agencies and self-regulatory agencies. We offer and use alternative methods to resolve disputes, including voluntary arbitration and mediation, and assist clients on preventative policies and procedures to help minimize or avoid claims in the future. We have worked on claims and suits involving employment discrimination, sexual harassment, family medical leave, wage and hour, whistleblower, retaliation and other statutory claims, wrongful discharge, ERISA, trade secrets and restrictive covenants, breach of contract, tort and other claims.

We also provide personalized services to clients to promote a productive work environment and to enhance employer-employee relations. We offer counseling services and assistance with personnel policies and handbooks, employee benefits, executive compensation and other individual services, OFCCP and other governmental compliance.

Schröder, Joseph & Associates, LLP (“SJA”) is a woman-owned law firm that primarily handles management-side labor and employment law, and complex commercial litigation. SJA is AV-rated and has been AV-rated since its inception in 2001. It is federally qualified as a Women’s Business Enterprise and also is a Women-Owned Business Enterprise certified by the Department of Economic Development, Division of Minority and Women Business Development (“DMWBD”) of the State of New York. The firm prides itself on delivering superior client service in a cost effective manner. The attorneys at SJA have had extensive trial, mediation, and arbitration experience, and are experienced in all phases of litigation and appeals including arguing in state and federal appellate courts. Super Lawyers of 2016 has recognized Ginger D. Schröder one of the Top 50 of all attorneys, and one of the Top 25 Women attorneys, in upstate New York.

REPRESENTATIVE CLIENT/INDUSTRIES

Representative Clients: SJA is the only Western New York-based law firm to be counsel to four of the top ten Fortune 500 companies. Among its clients, SJA represents:

- Dresser-Rand Company
- Ford Motor Company
- Buffalo Wire Works, Co., Inc.
- Computer Task Group (CTG)
- Rich Products Corp.
- Allstate
- GEICO
- Hunt Real Estate
- Citigroup Global Markets, Inc.
- The Hartford
- General Motors
- Verizon NY, Inc.
- Specified Air LLC
- Multisorb Technologies, Inc.
- MetLife
- KeyBank NA
- Praxair, Inc.
- Ingram Micro, Inc.
- COPS Monitoring
- Charles Schwab

PRACTICE AREAS

- EMPLOYMENT LITIGATION
- EMPLOYMENT ADVICE
- COLLECTIVE BARGAINING
- ERISA AND BENEFITS LITIGATION
- COMPLEX BUSINESS LITIGATION
- INTELLECTUAL PROPERTY LITIGATION
- INSURANCE COVERAGE LITIGATION
- CORPORATE COUNSELING

ATTORNEYS





SCHWARTZ HANNUM PC

Guiding Employers & Educators

www.shpclaw.com

ABOUT THE FIRM

Established in 1995, Schwartz Hannum PC practices labor and employment law (counseling and litigation), together with education law. The Firm develops innovative strategies that help prevent and resolve disputes skillfully and sensibly. As a management-side firm with a national presence, Schwartz Hannum PC represents hundreds of clients in industries that include financial services, healthcare, hospitality, manufacturing, non-profit, and technology, and handles the full spectrum of issues facing educational institutions. Small organizations and Fortune 100 companies alike rely on Schwartz Hannum PC for thoughtful legal solutions that help to achieve their broader goals and objectives.

AREAS OF EXPERTISE

Compliance: The Firm represents employers in government audits and investigations, including audits by state and federal agencies such as the DOL, EEOC, OSHA, and OFCCP, including investigations of public accommodation.

Counseling: The Firm provides counseling with respect to the full spectrum of labor and employment law issues.

Litigation: The Firm provides employers with a full range of representation in employment and other litigation, before state and federal government agencies, courts and arbitration panels involving claims of discrimination, retaliation and other litigation matters.

Health Care: The Firm represents health-care institutions, including hospitals, nursing facilities and medical and dental practices, in connection with the full range of labor and employment issues, including counseling, litigation and collective bargaining agreements.

Labor Relations: The Firm represents unionized and non-unionized employers in a broad range of labor relations matters, including representation campaigns and elections, collective bargaining, arbitrations, strikes, and unfair labor practice charges.

Schools and Education: The Firm provides comprehensive guidance to hundreds of educational institutions, including independent schools, colleges and universities in New England and throughout the United States.



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FIRM CERTIFICATIONS AND HONORS

- AV rated by Martindale-Hubbell
- Recognized by Super Lawyers since 2004
- Ranked as a Top Business in Massachusetts by OMNIKAL (formerly Diversity Business)
- WBE Certified by WBENC and Massachusetts SDO
- NAMWOLF Member
- Recognized by Chambers USA as Leading Labor and Employment Attorneys

OUR VALUES

Since 1995, Schwartz Hannum PC has been governed by core values that shape the culture and define the character of the Firm. These values guide our professional practice, our decision-making and our interactions with clients and each other.

STRATEGIC Strategic thinking permeates everything we do. We develop strategies based on a comprehensive perspective that aligns with our clients' goals.

CREATIVE We apply uncommon thinking to common problems. We are innovative and ingenious, especially when dealing with complex situations.

ACCESSIBLE We are easy to approach and available any time.

THOUGHTFUL We listen carefully and pay attention to the details, alerting our clients to potential problems before they arise.

COLLABORATIVE We value the strengths, experiences, and perspectives of others. We freely share our ideas, opportunities, and insights with our clients and one another.

EDUCATING OUR CLIENTS

The Firm conducts educational seminars and webinars on a wide range of labor and employment law topics as well as publishes periodic Legal Updates and E-Alerts describing recent developments in labor, employment, and education law. For more information or to join the Firm's mailing list, please visit www.shpclaw.com or contact Kathie Duffy, Seminar Coordinator, at 978-623-0900 or at kduffy@shpclaw.com.

WHAT'S YOUR GOAL?

Schwartz Hannum PC is committed to achieving each client's goals as effectively and efficiently as possible. We do so in a personable and responsive way, so that our clients enjoy working with us.



WHO WE ARE

Since 1961, our team of first-rate litigators and transactional lawyers provide solutions to an array of business issues. We pride ourselves on majority female ownership and those who hail from communities including LGBT, ethnic and hearing-impaired. In an era of boutique specialty firms on one end of the spectrum and BigLaw on the other, our team of top-notch dedicated professionals provides the same level of service at less cost and twice the breadth. A number of our firm's attorneys have been rated as a Super Lawyer, A-V Pre-eminent by Lexis Nexis | Martindale-Hubbell, Rising Star, Million Dollar Roundtable and have been certified by the State Bar of California Board of Legal Specialization in several practice areas.

WHAT WE DO

Employment Law (Management-Side)
Corporate & Business Litigation
Intellectual Property

Business Succession & Tax Planning
Real Estate Litigation & Transactions
Trusts & Estates for Business Owners

WHY WE ARE DIFFERENT

- Our billing rates are 20%-25% less than the average for BigLaw in the LA/OC area and 15% less than the average of those firms in our size range.
- Our Plus Plan provides predictable billing for a flat fee on a quarterly basis and further discounted rates.
- We work seamlessly as outside counsel or support to in-house legal in litigation and transactional matters.
- We work with your insurance carrier's representation requirements to ensure seamless representation.
- We provide seminars to and for businesses and their employees on a multitude of topics.
- We can work with you in a number of languages including Hindi, Armenian, Tagalog, Korean, Spanish, and American Sign Language.

LEADERSHIP PROFILE

Shannon Marie Jenkins, Senior Litigation Partner | Employment Law



I have 20 years of litigation experience with a primary focus on Employment Law. My practice represents employers in disputes from pre-litigation through jury trial or bench verdict, individual, class action and representative cases, administrative, judicial forum(s) and alternative dispute resolution. More specific litigation experience includes defending all manner of alleged harassment, discrimination and retaliation, breach of employment agreement, wage and hour defense, breach of confidentiality agreement, wrongful termination and virtually every type of related statutory, tort or contract claims. I also provide non-litigation, business counseling services including required sexual harassment/anti-bullying training and preparation of the spectrum of pre-hire/hire/post-hire and termination documentation. I give employers the tools they need to successfully administer their workforce in compliance with Federal and California laws.



**VALENTINE AUSTRIACO & BUESCHEL, P.C.
IS A WOMEN-OWNED LAW FIRM WITH DECADES
OF EXPERIENCE RESOLVING AND LITIGATING
BUSINESS DISPUTES AND HANDLING REAL
ESTATE-RELATED MATTERS.**

We bring creativity and cost-effective solutions to every engagement. We work collaboratively with our clients to achieve practical results, and our clients praise us for our commitment and responsiveness. We take on the difficult legal problems of businesses and seek resolutions – whether through settlement or, if necessary, litigation through trial.

EMPLOYMENT MATTERS

We represent clients in a wide-range of legal employment issues. We also offer independent investigations of workplace complaints. We provide our employer clients with proactive guidance to improve management practices and minimize employment-related legal risks. Unlike most defense firms, we have insight gained from previously representing plaintiffs, serving as in-house counsel, and leading human resources departments. Our unique experience and deep knowledge of the administrative agency process allows us to provide our employer clients with realistic case evaluations into the viability of employee claims, so that cost-effective decisions can be made early in a dispute.

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VILLARREAL HUTNER PC

Woman and Minority Owned Law Firm

OUR PRACTICE

California Employment Law Defense

- Single and multi-plaintiff litigation
- Wage and hour class actions
- Advice and counsel
- Appeals
- Administrative charges
- Harassment and discrimination training
- Wage and hour audits
- Handbook and personnel policy audits

"I love a challenge. Practicing law gives me the opportunity to come up with real solutions to my clients' problems. I see every case as a potentially high-stakes chess game – and nothing is more gratifying than saying 'Checkmate!'"

–Lara Villarreal Hutner



Experts in Employment Law

•••

Villarreal Hutner PC is an AV ® rated minority and woman-owned employment law defense boutique comprised of former "big firm" attorneys representing Fortune 500 Companies at small firm rates.

We staff leanly and litigate aggressively. We are adept at forcing settlements, winning motions on summary judgment and defending cases at trial and on appeal.

We are a proud recipient of the California Minority Counsel Program's prestigious Client Service Award.

Rated by
Super Lawyers



Client
Service
Award

The Walsworth Difference

25+ years in business | 70+ attorneys | 3 California offices | 13+ practices

ADVOCACY | Included in the *Daily Journal's* "Top Defense Verdicts" list on multiple occasions

TRIAL-READY | 750+ jury trials | 200+ nonjury trials | 275+ trials to verdict | 400+ arbitrations

DISTINCTION | ABOTA, the preeminent national organization for experienced trial lawyers

HONORS | Top rankings on *Law360* "The Ceiling Smashers" and "The Best Firms for Female Attorneys" lists

DIVERSE | 54% of all lawyers are female | 25% of all lawyers are minorities

WOMEN-OWNED | WBENC and CPUC certified

Employment Team

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Ferdie F. Franklin

Elizabeth L. Huynh

Sage R. Knauft

Reyna E. Macias

Daniel P. Schrader

Laurie E. Sherwood

Wang Kobayashi Austin, LLC is a boutique law firm whose attorneys practice exclusively in the area of employee benefits and executive compensation counseling. The attorneys of WKA have over 40 years of combined experience in the field (having practiced at the U.S. Department of Labor and together at a large multinational law firm). They excel at providing practical advice and guidance on both the everyday and complex issues that arise in the operation of employee benefit plans and executive compensation programs.

Retirement Plans. WKA counsels clients on compliance and best practices for qualified and non-qualified retirement plans.

Health & Welfare. The attorneys of WKA advise on the compliance requirements and design considerations of health, welfare, and fringe benefit arrangements.

Executive Compensation. WKA guides clients through the issues related to establishing, drafting, and maintaining executive and equity compensation programs.

Corporate Transactions. WKA attorneys advise on benefits and compensation issues in merger, acquisition, and financing transactions for private companies, public corporations, and private equity funds.

- ✦ 401(k) Plans
- ✦ Cafeteria Plans
- ✦ 403(b) Plans
- ✦ Defined Benefit Plans
- ✦ Incentive Plans
- ✦ Bonus Plans
- ✦ RSUs, SARs, Options
- ✦ Wrap Plans
- ✦ HRAs, HSAs, FSAs
- ✦ ERISA
- ✦ IRC Section 409A
- ✦ IRC Section 280G
- ✦ IRC Section 457
- ✦ COBRA
- ✦ HIPAA
- ✦ HITECH
- ✦ MPPAA
- ✦ Affordable Care Act



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For more information about WKA, please visit www.wkalegal.com.

WELLS, ANDERSON & RACE, LLC

Experience shown through results:

Cathy Greer and Brendan Loy obtained summary judgment on behalf of their client in a federal civil rights case alleging that a former student was unconstitutionally excluded from the campus of the institution which dismissed him. The former student alleged that his First Amendment freedom of association right and Fourth Amendment rights were violated by the exclusion.

In a Title IX and 14th Amendment due process case brought by a male student who was expelled from a university after an investigation, three University officials were granted summary judgment in a case defended by Cathy Greer and Katie Pratt.

In a federal case alleging wrongful arrest and excessive force against their police officer client, Cathy Greer and Katie Pratt moved for summary judgment on the grounds that there was no constitutional violation. The federal judge agreed, granting summary judgment for the client and the city that employed him. The court found that the absence of a constitutional violation by the officer doomed plaintiff's claim that the city's policies, which the officer followed, were unconstitutional.

Contact our employment defense team:

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We Are Recognized For Quality & Excellence

WTK'S EMPLOYMENT LAWYERS ARE RECOGNIZED BY THE BENCH AND BAR TO BE AMONG CALIFORNIA'S FINEST.

For more than 25 years, we have represented a diverse client base in a broad range of litigation matters. Our largest practice area focuses on employment litigation, counseling and training, including extensive experience defending wage and hour class actions.

Our 22 employment lawyers regularly defend companies against all manner of employment-related claims including discrimination, wrongful termination, harassment, retaliation, trade secret violations, invasion of privacy, ERISA claims, and wage claims under state and federal law. This includes representing employers through all stages of litigation including mediation, arbitration, trial and appeal. We also investigate workplace complaints, conduct wage and hour audits, advise on development of effective personnel policies and practices, counsel on day-to-day employment issues, draft and negotiate employment and severance agreements and conduct in-house employment practices training.

We have represented clients in state and federal court and in matters involving state and federal agencies including the U.S. Equal Employment Opportunity Commission, U.S. Department of Labor, and California's Department of Fair Employment and Housing, Labor Commissioner and Employment Development Department.

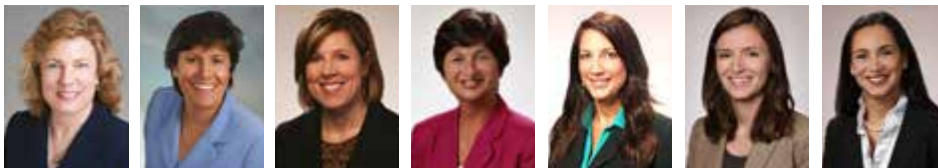
Representative Clients

Our employment clients include businesses in a wide array of industries including oil & gas, manufacturing, retail, restaurants, banking, healthcare products and distribution, medical technology, computer technology and software and parcel delivery.

- AT&T
- BECTON DICKINSON & COMPANY (BD)
- CARDINAL HEALTH
- CUMMINS
- DISCOUNT TIRE
- EXXON MOBIL
- ICU MEDICAL
- NATEL ENGINEERING COMPANY
- PETCO ANIMAL SUPPLIES
- SEDGWICK CLAIMS MANAGEMENT
- SEMBRA ENERGY
- SHELL OIL
- TARGET
- UPS
- U.S. BANK
- UNITEDHEALTH GROUP

Diversity Commitment

WTK is one of the largest women-owned law firms in California. Founded in 1991, the firm has 32 attorneys handling the litigation needs of clients on a local, statewide and regional level. Of the 32 lawyers in the firm 72% are women and 28% are people of color. Across the firm, 74% of our workforce are women and 43% are people of color.



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