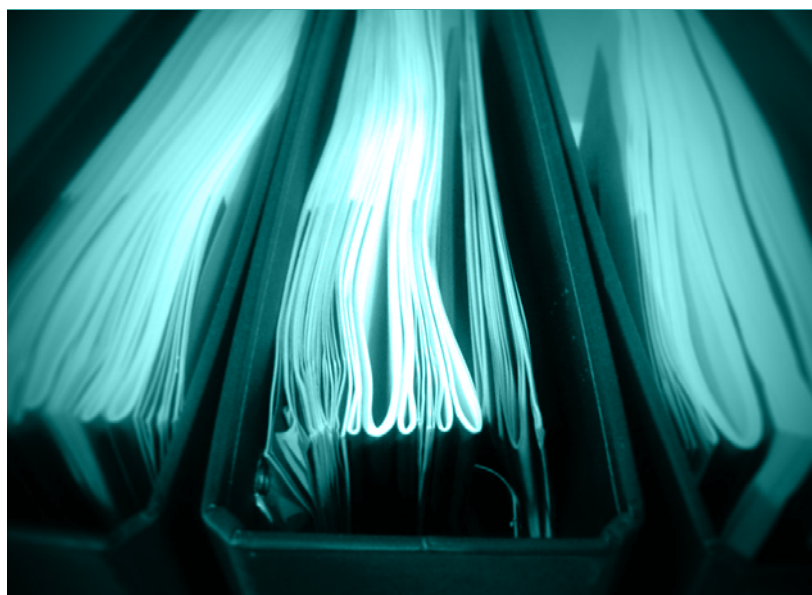




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NAMWOLF





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 Law Group	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		
BurnsBarten PLC		x		x				x	x	x		
Calfo Eakes & Ostrovsky PLLC				x						x		
Campbell Litigation, P.C.		x		x	x			x	x	x		
Culhane Meadows PLLC	x		x	x	x		x	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
Grant Law LLC		x		x			x	x	x	x		
Griesing Law LLC												
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 & Associates						x						
Kim Vaughan Lerner LLP		x		x					x	x		
KPPB Law												
Kuchler Polk Weiner												
Kupferstein Manuel LLP	x	x	x	x	x			x	x	x		
Lafayette & Kumagai LLP		x		x	x			x	x	x		x
Lawrence & Bundy	x	x		x	x			x	x	x		
Lawson + Lawson LLP												
Lee Hong Degerman Kang & Waimey												
León Cosgrove, LLC	x	x		x			x	x	x	x	x	x
Lewis & Munday, P.C.			x	x	x			x		x		x
Lieber, Gonzalez & Portuondo		x		x				x	x	x		
Lincoln Derr	x	x	x	x				x	x	x	x	x
LTL Attorneys												



NAMWOLF **LABOR & EMPLOYMENT**
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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
Marrero & Wydler												
Martineau King PLLC												
McDonnell & Associates, P.C.												
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
Moran Karamouzis		x	x	x	x			x	x			
Nemeth Law P.C.	x	x		x				x	x	x		x
Nukk-Freeman & Cerra PC	x	x	x	x	x			x	x	x		
Perez Morris		x		x		x		x	x	x	x	x
Pinckney Weidinger Urban & Joyce LLC		x		x						x		
Potter & Murdock PC	x	x	x	x	x					x	x	x
Quintairos Prieto Wood & Boyer			x	x	x	x		x	x	x	x	x
Royal PC	x	x	x	x	x			x	x	x	x	x
Rusing Lopez & Lizardi PLLC	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
Sanders Roberts LLP												
Sapientia Law Group PLLC			x	x			x		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
Segmiller & Associates												
SMGQ Law Group		x		x	x	x			x	x		
Tredway Lumsdaine & Doyle LLP	x	x		x					x	x		
Tucker Law Group LLC				x						x		
Valentine Austriaco & Bueschel PC	x	x	x	x					x	x	x	x
Villarreal Hutner PC	x	x		x				x	x	x	x	x
Walsh Pizzi O'Reilly Falanga LLP												
Walsworth	x	x		x					x	x		
Wang Austin LLC			x									
Wargo French LLP												
Wells Anderson & Race LLC		x		x					x	x		
Wilson Turner Kosmo LLP		x		x					x	x		
Wright, Finlay & Zak, LLP												
Younossi Law						x						



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Justice. Mercy. Humility.

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What Matters to Alexander Law, P.A.

Leadership MATTERS

Our litigators' leadership in the Mississippi Bar and continuous involvement in our current and hometown communities provide our clients with an advantage of an established and proven reputation in the field. As a result, we are familiar with jurisdictions throughout the state, and the members of the bar and bench, which provide our clients with a unique opportunity to gain a better understanding of the diverse backgrounds of each venue.

Experience MATTERS

Alexander Law, P.A. is experienced in making realistic assessments to ultimately determine the right course of action, develop a defense and obtain a resolution either by alternative dispute resolution or trial, where required.

Relationships MATTER

While our principal location is in Central Mississippi, our attorneys are located throughout the state with hometowns from the Mississippi Delta, North, East, West and to our lovely Gulf Coast. In addition to our strong leadership within the community, we have developed relationships within the bench and bar as we practice in the administrative, state, trial and appellate matters in the state of Mississippi, including both northern and southern federal courts and appellate courts. These relationships are proven assets in the continual effective representation of our clients.

Communication MATTERS

Cases require prompt assessment of liability, a plan of action and continual client contact to achieve the best results within an established timeline and budget to fit the needs of clients. Thus, we are constantly exploring new and innovative technology to accomplish these goals for our clients.

Quality & Cost MATTER

Alexander Law, P.A. produces efficient and cost effective results in representing our clients whether with a single legal matter or large volume legal matters, regardless of complexity. Our goal is simple-partner with our clients in making the best decisions to protect their immediate and long-term interests. Alexander Law, P.A. recognizes the needs of our clients and provides them with quality service, accessibility, versatility, cost-effectiveness and accountability.



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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 Idaho. Founded in 2007 by former "big firm" attorneys, Andrews Lagasse Branch + Bell LLP is a 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.

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.

NAMWOLF

Super Lawyers



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A certified woman-owned law firm

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GEOGRAPHIC PRACTICE AREAS:

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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 non-labor employment 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.

We pride ourselves on our commitment to our clients and to diversity.

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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:

- ✦ Qualified and Non-Qualified Retirement Plans
- ✦ 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
- ✦ Mergers & Acquisitions

More information about the firm, including attorney biographies and representative publications, is available on our website at: www.boutwellfay.com.

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NAMWOLF



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EMPLOYMENT LAW & LITIGATION

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
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- ☐ Severance agreements
- ☐ Employee discipline and termination
- ☐ Employment surveys and audits

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**Super
Lawyers**



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 Southern California.

Our lawyers have tried wrongful termination and discrimination cases, and handled claims based on race, age, sex, sexual orientation, pregnancy, 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 and 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.

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- Internal Investigations
- HR Assessments + Counseling
- Business Litigation
- Intellectual Property Litigation
- Class Actions + PAGA Actions

REPRESENTATIVE CLIENTS

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- CenturyLink
- Conduent
- Ingredion Incorporated
- Jerome's Furniture Warehouse
- Liberty Mutual Insurance
- Toyota

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- 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

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NAICS Code: 541110 - Offices of Lawyers
CAGE Number: 5EVW2
SIC Code: 8111 - Legal Services
PSC: R418 Prof Serv/Legal Services



Labor and Employment Lawyers

BurnsBarton is a WBENC and NAMWOLF certified law firm, founded in 2012. We are a group of Big Law attorneys who have gone small to provide excellent client service at a lower cost. Without the bureaucracy and overhead that comes with a large firm, our lawyers can focus on what they do best: advising and defending employers efficiently, effectively, and successfully. Our firm helps employers in every aspect of human resource law. We counsel our clients on a day-to-day basis to find creative employment solutions that avoid claims. But when claims inevitably arise, we defend our clients in litigation ranging from single-plaintiff discrimination claims to nationwide wage and hour class action lawsuits. We also assist our employer-clients with breach of contract and restrictive covenant lawsuits. We have earned a high degree of trust and loyalty from our clients because of the exceptional results we achieve for them, the high level of client service we provide, and the cost-effectiveness of our representation.

Licensed in Arizona, California, Colorado, Iowa, Illinois, New Mexico and Utah.
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Labor and Employment Lawyers



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CALFO EAKES & OSTROVSKY

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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Campbell Litigation Team

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Dan Combs, Shareholder

Alison Lungstrum Macneill,
Of Counsel

Eric Neeper, Attorney

Johnathan Koonce, Attorney

Michelle Campbell, C.O.O

Laura Peterson, Paralegal

John Dalti, Paralegal

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.



NAMWOLF



Contact:

Stacey Campbell, Shareholder
Stacey@Campbel-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

Full Service Labor, Employment, and Benefits Solutions

Culhane Meadows is the largest national full-service women-owned law firm in the country with more than 70 attorneys who average 20+ years experience.

With more than 100 years of combined experience at major law firms, in-house legal departments, and senior government roles, our Labor & Employment team helps clients navigate potential legal risks that can arise from challenging employment decisions and provides our clients the tools to maximize the effectiveness and defensibility of their employment policies and actions.

We leverage our deep experience to assist clients with a broad spectrum of employment-related issues, including –



- Advice and counsel concerning the employment, labor, and benefits-related issues that arise day-to-day and in domestic and cross-border transactions;
- Drafting, prosecution, and defense of diverse non-compete and non-disclosure agreements;
- Defending employers with matters arising under the ADA, ADEA, ERISA, FCRA, FCPA, FLSA, FMLA, NLRA, Title VII of the Civil Rights Act, USERRA, WARN, and various state wage and hour, and discrimination laws;
- Representing of employers in labor arbitration cases;
- Performing internal investigations and due diligence;
- Negotiating national and local labor agreements and concessionary agreements; and
- Drafting and negotiating a wide array of human resources documents such as:
 - employee applications
 - offer letters
 - employment and executive contracts
 - handbooks and policies
 - benefits compliance (ERISA)
 - at-will agreements
 - non-compete agreements
 - confidentiality agreements
 - separation and release
 - secondment agreements
 - key employee retention agreements
 - independent contractor and services agreements

The Employment Law Solution: McFadden Davis, LLC (ELS)

ELS partners with in-house counsel of private and public entity employers to close the gaps between legal function and business strategy.

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Contact: **Chandra C. Davis**

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Atlanta, GA 30339 | 678.424.1380

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THE EMPLOYMENT LAW SOLUTION

McFadden Davis





From complex litigation to day-to-day counsel, Estes Thorne & Carr PLLC fuses big-firm experience with relationship-centric values. The Firm's Labor & Employment practice strives 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 arbitrations, counseling, training, investigations (harassment, employee theft, ethics), affirmative action planning and litigation, and drafting and litigating employment contract disputes and non-competition agreements. We also have a robust OSHA practice.

Experienced Counsel

Founding partner Lori M. Carr and partner Terah Moxley are both Board Certified in Labor & Employment Law by the Texas Board of Legal Specialization. Ms. Carr and Ms. Moxley, along with partner Monica Narvaez, have been defending employers for over 40 years combined and provide thorough and efficient representation of clients. Partner Linda Moore's practice focuses on litigation involving employee benefits, including ERISA benefit plans.

Previous Successes

Our Labor & Employment team manages an active litigation docket. The group experienced many recent successes, including the following:

- Defense jury verdict in federal court for national insurance company against two former employees suing for age and race discrimination.
- 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 publicly traded energy company against former General Counsel alleging breach of contract.
- Labor arbitration award upholding employee termination.
- Numerous TROs in various jurisdictions to enforce non-compete, non-solicitation, and non-disclosure agreements.
- Federal court summary judgment on behalf of Fortune 500 oil company against former employee alleging gender discrimination and retaliation.
- Federal court summary judgment on behalf of Fortune 500 oil company against former employee alleging age discrimination.
- Numerous federal court summary judgments and dismissals on behalf of disability and life insurance plans.
- Favorable rulings from the U.S. 5th Circuit Court of Appeals in two recent appeals.

CONTACT

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REPRESENTATIVE CLIENTS

- AT&T
- Cosmetic Labs
- Cypress Equities
- D.R. Horton
- FDIC
- FleetPride
- Heritage Auctions
- LiquidAgents Healthcare
- Nationwide Mutual Insurance Co.
- ORIX Corporation USA
- Parkland Health & Hospital System
- Plano Synergy
- Prudential
- SRS Real Estate Partners
- Texas Rangers Baseball Club
- The Kroger Company
- Vistra

AREAS OF PRACTICE

- Title VII
- ADEA
- ADA/AA
- FMLA
- FLSA
- ERISA
- OSHA
- Non-competes
- Trade Secrets
- Exec. Order 11246
- Policies and Procedures
- USERRA
- Class Actions
- Investigations
- Training
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AWARDS AND RECOGNITION

- The Best Lawyers in America
- BTI Client Service A-Team 2019
- The Best Lawyers in Texas
- Best Women Lawyers in Dallas, *D Magazine*
- *Texas Super Lawyers*
- *Texas Super Lawyers – Rising Stars*
- Best Lawyers in Dallas, *D Magazine*
- Best Lawyers Under 40, *D Magazine*
- Top 50 Women Lawyers in Texas, *Texas Super Lawyers*
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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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At Gardner Skelton, we work with regional, national, and international companies varying in size from start-ups to the Fortune 500. We pride ourselves on providing our clients, whether large or small, with pragmatic solutions uniquely tailored to fit their needs.

Employment Law | Healthcare Law | Business Litigation
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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. Our partners each enjoy a personal AV® Preeminent rating, the top rating by Martindale-Hubbell. Our attorneys have decades of experience with clients that range from Fortune 50 companies to start-up entities. We are well known for our sophisticated litigation practice and management-side employment law services.



Dinita James
Partner, AZ
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Gerardo (Jerry) H. Gonzalez
Managing Partner, AZ & WI
jerry.gonzalez@gnzlaw.com

Employment Law Practice:

Our attorneys have extensive experience representing employers in defense of large employment discrimination class actions and wage and hour collective actions as well as individual cases arising under anti-discrimination, whistleblower protection and anti-retaliation laws and in enforcement of non-competition and other restrictive covenants and other employment contract matters. Dinita is listed in Best Lawyers in America for employment litigation and is the longtime editor of the monthly *Arizona Employment Law Letter*. Our attorneys advise clients on workplace compliance strategies in all aspects of the ever-changing landscape of state and federal employment law.

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Dedicated to serving the unique needs of each client, we have the knowledge and experience to represent clients across a diverse set of legal matters.

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.

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.



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EMPLOYMENT

Legal issues facing workplaces are at the forefront of the news cycle and require counsel with a deep knowledge of leading issues, proven diplomacy skills and an ability to advocate persuasively in court, arbitration and mediation. We have a breadth of expertise in the issues employers and employees face and the up-to-date information on new issues emerging in employment law to advise clients on creating, maintaining and protecting safe, equitable and profitable workplaces. We understand that it is often in everyone's interest to resolve disputes discreetly and we routinely advise employers and employees on negotiating separations that avoid costly litigation and unwanted publicity.

EMPLOYMENT LITIGATION

We defend public and private companies in lawsuits alleging discrimination on the basis of race, color, religion, gender (including pregnancy), harassment, national origin, sexual identity, age (40 or older), disability, genetic information, or retaliation. We advise clients on issues arising from the Family Medical Leave Act (and state and local counterparts) and represent clients in FMLA cases. We also represent employers in executive compensation and executive contract disputes related to commission payments, employment terms, bonuses, wrongful discharge and other contract disputes. Our team counsels employers on enforcing non-compete covenants and protecting valuable trade secrets, such as customer lists and other proprietary information. We have extensive experience handling all aspects of e-discovery and overseeing the review and production of substantial documents. Further, we are experienced handling public relations challenges that often accompany sensitive matters and work to resolve matters discreetly for all parties.

Representative Matters

- Successfully defended multiple Fortune 500 companies, government agencies and officials and non-profits in discrimination lawsuits.
- Won summary judgment in favor of Fortune 500 company in race, national origin and disability discrimination and retaliation case which was upheld by the Third Circuit.
- Achieved voluntary dismissal in favor of Fortune 500 company in gender and age discrimination and retaliation case without payment of damages.
- Obtained TRO and preliminary injunction in successful enforcement of a covenant not to compete and confidentiality agreement affecting over 500 employees.

CONFIDENTIAL AND SENSITIVE INVESTIGATIONS

On occasion, employers face a particularly high stakes, sensitive or confidential employment matter that requires a custom solution, ranging from an internal investigation to an extensive report and recommendation of remedial strategies. In these situations, clients often need someone outside their organization or who is not their regular outside counsel to manage the situation with objectivity and discretion. We conduct investigations related to claims of discrimination, sexual harassment and retaliation for government, non-profit and business clients.

Representative Matters

- Conducted confidential investigation on behalf of Fortune 500 retailer and prepared report and recommendations in connection with alleged impropriety.
- Handled confidential review of extensive files of former CEO of large non-profit.
- Investigated discrimination claims against top university administrative official.
- Managed confidential review of CEO files after unexpected death to protect decedent's privacy while assuring employer records properly preserved and transitioned.

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Liberty Mutual	Walmart
Marriott International	

OUR *firm*

Hamilton, Miller & Birthisel, L.L.P., with its over 50 lawyers, is an AV® rated minority certified trial law firm representing clients through the United States and the Caribbean in state and federal courts. We are a highly specialized, boutique firm serving major domestic and international insurers and mid-sized to Fortune 500 corporations. 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 interests to do so, or aggressively litigating the matter through trial and appeal. Our approach means efficient case management where claims are evaluated quickly and clients are provided with the most cost effective path to resolution.



contact

JERRY D. HAMILTON

Managing Partner

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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, Fairhope, 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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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

CREDITORS' RIGHTS

ENERGY AND UTILITY

REGULATION

REAL ESTATE CLOSINGS AND
LITIGATION

COMMERCIAL LITIGATION

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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 recently 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
WORKPLACE INVESTIGATIONS

RECOGNITIONS:

FLORIDA BAR BOARD CERTIFIED SPECIALIST
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AV PREEMINENT® MARTINDALE-HUBBELL
FLORIDA SUPER LAWYERS
FLORIDA TREND LEGAL ELITE
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Houston Office

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Phone: 713.936.4707 | Fax: 713.470.9768

KP KUCHLER POLK WEINER, LLC

At Kuchler Polk Weiner, experience, integrity and an unrelenting desire to achieve success for our clients are our guiding principles.

KUCHLER POLK WEINER ON DIVERSITY

Kuchler Polk Weiner is a certified Women's Business Enterprise ("WBE"). Our three founding partners are women, one of whom is also a minority.

To us, diversity is about our client often being the only party in the courtroom with female or minority lawyers who actually have a speaking role and are in command of the litigation. We feel diversity is about having corporate clients who truly trust us with their complex litigation and not simply the "small stuff." Diversity is about having jurors anxious to see us in action to determine if we can "hold our own" against the more traditional gray-suited lawyers and finding that we do more than just hold our own. Diversity is about being able to relate to that working mom on the jury because we are working parents, ourselves. Diversity is about speaking the language of the everyday person who just happens to be sitting on the bench or in the jury box because we are everyday people. Diversity is who we are – not something we do. Because of who we are, our female trial lawyers are in high demand with our Fortune 500 clients and we're achieving great trial results for them.

REPRESENTATIVE CLIENTS

Altria
Anadarko Petroleum Corporation
Broadspire
Chevron
ConocoPhillips Company
Daimler Trucks North America, LLC
Deere & Company
DuPont
ExxonMobil Corporation
Ford Motor Company
Merck & Co., Inc.
PBF Holding Company, LLC
Phillips 66
Ramco
Sasol Chemicals (USA), LLC
Shell Oil Company
The Chemours Company
Transcanada USA Pipeline
Tutthill Corporation
Vivendi Universal, S.A.

PRACTICE AREAS

Class Actions

Commercial Litigation

Construction Litigation

Employment Law

Environmental Law

Insurance Defense

Maritime Law

Mass Torts

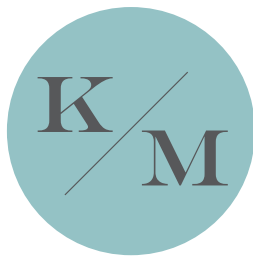
Oil & Gas Litigation

Premises Liability

Product Liability

Toxic Tort





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



CELEBRATING 25 YEARS

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CONTACT: Gary T. Lafayette, glafayette@lkclaw.com

ABOUT THE FIRM: Lafayette & Kumagai LLP is a boutique litigation firm located in Northern California. 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. The firm takes pride in the recognition it receives from its clients and the legal community for its litigation and trial skills. Lafayette & Kumagai has extensive experience in both state and federal courts throughout California and has a distinguished record for motion practice, jury trials and appeals. Clients trust the firm's handling of high-profile cases with media exposure.

Lafayette & Kumagai received the Minority-Owned Law Firm Client Service Award, presented by the California Minority Counsel Program for outstanding client service. The firm was named by clients as an Honor Roll firm in Complex Commercial Litigation and Complex Employment Litigation in *BTI Litigation Outlook 2019: Changes, Trends and Opportunities for Law Firms*. The firm has been listed in "Litigation Kings" and in "Who Represents America's Biggest Companies?" 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.

Lafayette & Kumagai has often been recognized as a "Go-To Law Firm for the Top 500 Companies" for its Labor & Employment practice. The firm's recent victories include nine summary judgments, a defense verdict in a disability discrimination trial, defense verdict in a constructive discharge trial, a defense verdict in a high profile whistleblower trial in the U.S. District Court, a defense verdict in a sexual harassment and retaliation trial involving three plaintiffs and a defense decision in a pregnancy discrimination arbitration. 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 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. Lafayette & Kumagai has 29 published opinions, including employment and ERISA opinions, and has successfully argued before the United States Supreme Court, *HUD v. Rucker*, 535 U.S. 125 (2002).

REPRESENTATIVE CLIENTS: AT&T Services, Inc.; Comcast Cable; Denny's, Inc.; Facebook, Inc.; Home Depot; McDonald's; Shell Oil Company; United Continental Holdings, Inc.; United Parcel Service, Inc.; Xerox Corporation; AC Transit; CalPERS; CBS Broadcasting, Inc.; City of Oakland; DirecTV Group, Inc.; East Bay Municipal Utility District; GlaxoSmithKline; Johnson & Johnson; Macy's, Inc.; McKesson Corporation; Microsoft Corporation; Nationwide Mutual Insurance Company; Pacific Bell Telephone Company; Pacific Gas and Electric Company; Prudential; Sedgwick Claims Management Services; Sutter Health; Tyco International, Ltd.; Viacom, Inc.



LAWRENCE & BUNDY LLC

agile client service

Founded in 2016 by two former BigLaw partners, Lawrence & Bundy's value proposition is simple — to combine the sophistication, depth, and rigor of a large law firm with nimble and agile client service. Lawrence & Bundy is a litigation firm with a breadth of experience representing and advising clients across a wide spectrum of industries. The foundation of our firm's success starts with a deep investment in the attorney-client relationship. We dedicate extensive time and resources to understanding our clients' problems and addressing their challenges with real-world solutions.



Allegra Lawrence-Hardy
Partner

ALLEGRA LAWRENCE-HARDY has more than two decades of experience including law firm management, national practice group leadership, and as a trusted counselor and advisor to senior business leaders. Allegra focuses her practice on Business and Commercial Litigation, Labor and Employment, and Crisis Management. She has successfully defended Fortune 100 companies, public entities, and non-profit organizations throughout the United States and abroad in numerous trials, arbitrations and other forms of alternative dispute resolution. Allegra is known for her skill in trying cases, negotiating complex settlements and finding creative solutions. Allegra also helps develop processes as a means of leveraging legal work to drive business objectives for improving the efficiency and delivery of legal services.



Thomas R. Bundy, III
Partner

THOMAS R. BUNDY, III brings a wide range of first-chair practice experience to a variety of complex commercial litigation matters, including class and collective actions. Thomas has successfully advised Fortune 500 companies across the country in numerous trials, arbitrations and alternative forms of dispute resolution. His practice spans the spectrum of litigation areas, including Labor and Employment, Real Estate, Government Contracts, Privacy Law, Product Liability and Insurance Coverage Disputes.

LABOR & EMPLOYMENT PRACTICE AREAS:

- Affirmative Action and OFCCP Compliance
- Class Actions
- Employee Benefits
- Employment Law & Litigation
- ERISA and Benefit Plan Litigation
- Labor Relations
- Wage and Hour
- Whistleblower/Sarbanes-Oxley



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Problems. Solved.



Contact: Lisa Lawson, lisalawson@lawson2.com

ABOUT THE FIRM:

Lawson + Lawson LLP is a San Francisco-based women-owned litigation and employment firm with decades of big-firm experience crafting winning solutions to the latest and most complex legal problems. We provide sophisticated, strategic, and efficient legal services to clients who seek the advice and counsel of top-tier lawyers. 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, the firm was named to 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. The firm's partners previously practiced at leading international law firms, including Quinn Emanuel, Paul Hastings, and Orrick. Our lawyers are rated "AV Preeminent" by Martindale Hubbell and have repeatedly been named Northern California "Super Lawyers."

Today's business world presents a host of legal problems that would have been unimaginable even a few years ago. Lawson + Lawson solves those problems with tenacity, expertise, judgment, and creativity.

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, privacy, false advertising, defamation, and insurance coverage. 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.

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For over 28 years, Lee, Hong, Degerman, Kang & Waimey (**LHDK&W**), one of the largest Asian-American owned law firms in the United States, has been providing quality and efficient legal counsel to its international clientele, including some of the world's largest conglomerates and most recognizable brands. LHDK&W has over **40 lawyers** and legal professionals located in Los Angeles, Orange County (Newport Beach, CA), Virginia (Metropolitan Washington, DC), Seoul, and London.

Representative Clients

LG Electronics

NBC Universal

SM Entertainment

Hyundai Merchant Marine

Asiana Airlines

Hyundai Capital

Hyundai Merchant Marine

The Salvation Army

Porsche Cars North America

Kia Motors

Nexen Tire

FNS, Inc.

HJC America

Kumho Tire

Fit Body Bootcamp

Realty One Group

Korea Development Bank

Korea Deposit Insurance Corporation

Shinhan Bank

Hana Financial

Hanmi Bank

B. Riley & Co.

K-SURE (*formerly Korean Export*

Insurance Corporation)

Areas of Practice

Intellectual Property

International Arbitration & Dispute Resolution

Products Liability

Banking & Financial Services

Complex & Class Action Litigation

Business & Corporate Transactions

Labor & Employment

Real Estate Transactions & Litigation

Practice Highlights

Intellectual Property: While LHDK&W's nationally ranked patent prosecution practice anchors its intellectual property practice and prosecutes hundreds of patents every year, LHDK&W attorneys also are experienced in trademark registration, patent and trademark litigation (including IPR and adversary proceedings before the TTAB), technology licensing, product clearance and due diligence review.

Automotive Regulatory and Litigation: LHDK&W attorneys represent OEM manufacturers in regulatory matters before the National Highway Traffic Safety Administration, as well as serving as lead and national counsel for OEM manufacturers, suppliers and equipment manufacturers in catastrophic and wrongful death product liability, and warranty/defect related class action litigations. LHDK&W serves as an OEM manufacturer's product liability national discovery coordination counsel, including coordination of domestic and international aspects of discovery and preparation of corporate witnesses for depositions.

International Arbitration and Litigation: LHDK&W attorneys in its Seoul, California and London offices represent clients before international arbitration tribunals, such as LMAA, ICC, SIAC and tribunals constituted under UNCITRAL rules, in claims often involving tens or hundreds of millions of dollars. LHDK&W also represents or coordinates client efforts in domestic and foreign litigation, including cross-border insolvency litigation and enforcement of arbitral awards.

Banking and Financial Services: Since its founding, LHDK&W has provided sophisticated litigation and transaction services to banks, financial services companies, and government agencies. We regularly advise financial institutions regarding real estate and lending transactions, creditor-side bankruptcy matters, loan workouts, and foreclosure-related litigation. LHDK&W also represents financial institutions and other businesses in complex commercial litigations, including shareholder disputes, commercial fraud, fraudulent transfers and enforcement of foreign judgments.

Corporate/Transactions/Business: Prior to joining the firm, many of LHDK&W's business attorneys were general counsel or senior in-house attorneys. With that real world experience, LHDK&W provides regular counsel to innovators, technology companies, investors and corporate business units in joint ventures, acquisitions, business operations (e.g., vendor, supply, service, advertising, and sponsorship agreements). Through a California certified specialist in franchise and distribution law, LHDK&W provides expert counsel to franchisors, including registration in all franchise registration jurisdictions.

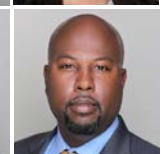
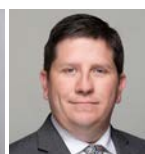
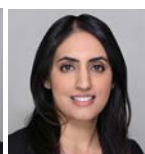
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Larry R. Schmadeka

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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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Michael Dorfman (Senior Attorney) **

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Aretha Glover-Bohannon (Of Counsel)***

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Janene McIntyre (Of Counsel)**

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Ngozi E. Nwaesei (Shareholder)*

Blair A. Person (Shareholder)*

Sarathi Ray (Counsel)***

Leroy C. Richie (Of Counsel)***

Ronda Tate Truvillion (Shareholder)**

* Real Estate

** Litigation

*** Corporate and Public (Municipal) Law

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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 45-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

- | | | |
|--|--------------------------|----------------------------|
| • Affordable Housing and Community Development | • Corporate Finance | • General Litigation |
| • Bond Counsel | • Corporate Governance | • Insurance Litigation |
| • Brownfield Redevelopment | • Corporate Transactions | • Labor |
| • Business Development | • Economic Development | • Municipal Finance |
| • Commercial Litigation | • Employment Litigation | • Real Estate Transactions |

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 needs by 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 a challenging legal experience, competitive compensation, and a collaborative and 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.



LABOR AND EMPLOYMENT
LAW

L&E INDUSTRIES:

Retail
Hospitality
Banking
Healthcare
Real Estate
Private Equity
Financial Services



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Liebler, Gonzalez & Portuondo

MIAMI

FORT LAUDERDALE

ORLANDO

TAMPA

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 13 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	Defamation
Disability	Employment Handbooks
Non-compete Agreements	Military Leave
Employee Leaves of	Title III ADA (Disability Accessibility)
Absence	Union Avoidance & Grievances
Employment & Consulting	
Agreements	



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NAMWOLF





MARRERO & WYDLER

ATTORNEYS AT LAW



EMPLOYMENT LITIGATION

Discrimination | Retaliation | Harassment | Wage & Hour Issues

Approximately 30 Years of Experience Defending Employers in State and Federal Court

Investigate and evaluate claims early and accurately

Execute cost effective litigation, trial, and appellate strategies

Affirmed on appeal on multiple employment summary judgment cases



Oscar E.
Marrero



Lourdes
Wydler



NAMWOLF

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Attorneys Licensed and Practicing in North and South Carolina

About the Firm: With offices in Charlotte, NC and Rock Hill, SC, Martineau King is a certified Woman 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.



Stephen Fuller



Mark Henkle



Sharon Suh

Our Clients: 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.

Why Martineau King: At Martineau King, you get big firm talent without big firm fees. We run our law firm like a business, keeping our overhead down so that we can provide well-priced services without any compromise in quality. **Your mission is our business!**

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 harrassment
- Unemployment hearings
- Wage & hour claims
- Whistleblower & retaliation claims
- Workplace safety & health
- Wrongful discharge claims



NAMWOLF





THE LAW OFFICES OF
**McDonnell
& Associates**

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



**PROVIDING UNIQUE &
INNOVATIVE STRATEGIES
IN EMPLOYMENT LITIGATION**

**KEY EMPLOYMENT
PRACTICE AREAS**

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

**REPRESENTATIVE
CLIENTS**

Walmart Inc.
Infor Global Solutions
DePaul Healthcare
Colonial Security Services

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Partner
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**CERTIFICATIONS /
RATINGS**



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, 50% of our partners are women and 25% are minorities. Overall, a majority of our attorneys are women and over 30% are 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 the founding member of Miletich PC. Her practice is focused on employment law matters, civil litigation, and insurance law.

Ms. Miletich is listed in Best Lawyers in America for Litigation – Labor and Employment. She has been selected as a Colorado Super Lawyer every year in employment defense since 2007 and has also been named one of the Top 50 Women Colorado Super Lawyers. She is a member of the Federation of Defense and Corporate Counsel, the International Association of Defense Counsel, and the Association of Defense Trial Attorneys, all invitation only organizations. Ms. Miletich is Preeminent AV-rated by Martindale-Hubbell. She is a Board of Director of the National Foundation for Judicial Excellence and a former National Director of DRI.

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 majority woman-owned litigation firm located in Denver, Colorado. The firm is listed in U.S. News Best Law Firms and is also a Preeminent AV[®] rated litigation law firm. 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 provided claims prevention advice concerning management, human resources, and operations.

EXPERIENCE

Companies from diverse industries and public entities 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, sexual orientation, disability, and other protected status; claims of wrongful termination and retaliation under state and federal law; wage claims under federal and Colorado Law, claims of negligent hiring and supervision; claims brought under the Colorado legal off-duty activities statute; disputes arising out of non-competition or non-solicitation agreements; disputes involving trade secret misappropriation; and an ever-broadening range of common-law claims arising from 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 Occupational Safety and Health Administration, and the Federal and Colorado Departments of Labor, among other state and federal agencies. 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. Our attorneys also practice in state courts across the State of Colorado, the United States District Court for the District of Colorado, and the Tenth Circuit Court of Appeals.

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.

NAMWOLF





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 Ortiz-Diaz, and Ruth M. Willars.

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Jacob M. Monty
Daniel N. Ramirez



Jacob M. Monty



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

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Employment and Pre-litigation Counseling

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Bank of America Corporation

KeyBank, National Association

Comcast Corporation

U.S. Bancorp

FAIR Health, Inc.

CONTACT PARTNER

Siobhan E. Moran | smoran@mka-law.com
Ph: 516.678.6660

RECENT SUCCESS STORIES

- Successfully mediated, defended and litigated numerous FLSA Collective and Rule 23 Class Action wage and hour cases
- Successfully mediated, defended and obtained dismissals of numerous Title VII employment discrimination claims before EEOC, NYS DHR and various NY State and Federal Courts
- Successfully enjoined former employees who misappropriated client trade secrets and violated non-solicitation agreements and obtained significant monetary settlements in multiple state court actions
- Successfully arbitrated and mediated numerous employment claims before the American Arbitration Association, FINRA and JAMS



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MWH

LAW GROUP

LABOR & EMPLOYMENT GROUP

MWH has seasoned trial attorneys who have successfully defended major corporations in litigation by obtaining summary judgments, directed verdicts and defense verdicts at trial. MWH attorneys defend employers against claims brought pursuant to ADAAA, ADEA, FLSA, FMLA, Title VII, the WARN Act and related state and local anti-discrimination laws. In addition, they have a strong record of success in resolving disputes involving trade-secret and non-compete agreement litigation, traditional labor disputes, fiduciary duty and whistleblower retaliation claims. Our deep bench of attorneys allows MWH to provide clients with the knowledge and expertise to navigate litigation, manage risk and win at trial.

MWH attorneys have significant experience in arbitration, mediation and other alternative dispute resolution (ADR) methods. MWH attorneys also draft and enforce arbitration clauses.

MWH understands the value of being proactive. They advise employers on affirmative action compliance, manage OFCCP audits and conduct internal complaint investigations. They counsel and assist employers in developing employee handbooks that contain clear, defensible policies and procedures. MWH attorneys provide onsite training tailored to the client's business needs.

SCOPE OF SERVICES

- Age Discrimination in Employment Act
- Americans with Disabilities Act as Amended
- Employee Contracts & Termination
- Executive Compensation
- Fair Labor Standards Act
- Family and Medical Leave Act
- Non-Compete Agreements
- Title VII
- State Law Discrimination, Harassment & Retaliation
- Wrongful Termination

FIRM CONTACT



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Fax: (515) 267-1408



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 seeking practical guidance when navigating complex workplace laws. And when employment disputes arise and litigation becomes necessary, Nemeth Law knows how to win. Our concentration on employment litigation, traditional labor law, and management consulting provides our clients with personalized, cost-effective legal services. In existence for over 25 years, our firm continues to thrive because our clients trust our judgment and have faith in our business acumen.

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

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AVL North America

California Pizza Kitchen

Complete Automation

Compuware Corporation

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Quicken Loans

Rocket Fiber

Shinola

StockX

Wayne County Airport Authority

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Xerox Corporation

Approved Panel Counsel

AIG

Chubb

The Hartford

Travelers

Contact



Susan Koval, rated AV Preeminent by Martindale-Hubbell and recognized as a Super Lawyer in the field of employment litigation, has over 30 years of first-chair trial and arbitration experience.

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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".

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United Airlines

Walmart

ONLY THE BEST WILL DO.



For the 9th 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. One of only nine firms nationwide, NFC is shortlisted for "The Most Pioneering Firm for Female Lawyers" award for our commitment to increasing the opportunities for, and representation of, female lawyers.



Listed in New Jersey Super Lawyers Magazine for more than a decade, fourteen Nukk-Freeman & Cerra attorneys are included on their 2018 lists, including five attorneys on the "Top 50 Women Lawyers" list and three attorneys on "Top 100 Lawyers" in the state list.



NFC has been named a Tier 1 "Best Law Firm" Employment Law Management & Litigation - Labor & Employment by U.S. News - Best Lawyers® "Best Law Firms".

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. The "Best Law Firms" Rankings list is issued by U.S. News & World Report. A description of the selection methodology can be found at <https://bestlawfirms.usnews.com/methodology.aspx>. No aspect of this advertisement has been approved by the Supreme Court of New Jersey.



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This is us!

Perez & Morris was founded over 20 years ago on the premise that great legal results require hard work, attention to every detail, and above all, reliable expertise.

As national counsel and outside counsel, our attorneys have experience handling a variety of diverse legal matters for our clients.

We serve clients nationally with offices in Ohio, New Jersey, New York, and Pennsylvania.



We know Labor & Employment.

Our attorneys serve as outside counsel, working with clients to ensure compliance with state and federal employment laws and keeping current on the latest developments in the law affecting its business and employees. We take the time to know your company's business and employment needs.

Perez & Morris lawyers represent employers in a wide variety of industries – restaurant, retail, logistics, manufacturing, higher education, and health care, to name a few. We review and draft employee handbooks and employment policies, conduct management and employee training, and investigate claims of discrimination, harassment, and retaliation.

To reduce the likelihood of litigation, we take a proactive approach to negotiation of employment contracts and non-compete agreements and advise on issues arising in the areas of employee discipline, terminations, reductions in force, and wage and hour issues.

Good people. Doing great legal work. Exceptionally well.

Perez & Morris litigation lawyers have experience before a large number of state and federal courts as well as before the Judicial Panel on Multidistrict Litigation. Our lawyers are AV Preeminent rated by Martindale-Hubbell and have repeatedly been recognized as Super Lawyers by Super Lawyers Magazine and Top Lawyers by Columbus C.E.O. Magazine. Our lawyers are members of the Defense Research Institute (DRI) and local trial lawyer associations.

As the largest Hispanic-owned law firm in Ohio, diversity and inclusion is at the core of who we are.

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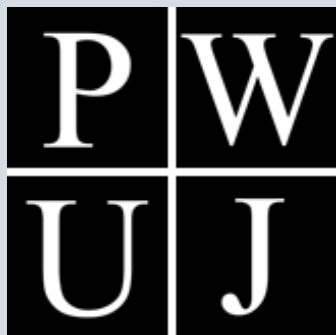
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



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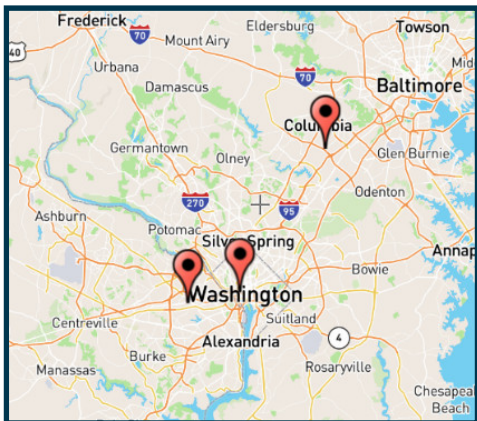
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Washington, DC 20037

9520 Berger Road,
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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.

*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
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- ❖ Wage and Hour Laws

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Attorneys At Law

QPWB is the largest minority and women owned law firm in the nation. QPWB is a multi-practice law firm with approximately 380 attorneys serving clients from 23 offices in the United States and abroad across a spectrum of industries in over 40 areas of practice including:

LABOR AND EMPLOYMENT LAW

QPWB's Labor and Employment Practice Group appear before state and federal agencies in litigation, administrative hearings, arbitrations and mediations. Our clients range from Fortune 500 companies to start ups and governmental entities of all sizes. We represent clients in various industries including:

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- Healthcare
- Governmental
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- Retaliation/Whistleblower Claims
- FINRA and AAA Arbitrations
- Disability Claims
ADA / Title III
- Internal Fraud, Embezzlement,
Security Breaches
- NLRB - Collective bargaining
and unfair labor practices
- Discrimination/Harassment EEO
Claims / Title VII
- Employee Investigations,
Compliance Review
- Litigation of unfair labor
practices before NLRB
- Employment Contracts and
Employment Handbooks
- Privacy, Defamation, Internet
Access, Usage & Security
- Union free work zones and union
avoidance
- Unemployment Compensation
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- Collective bargaining agreements
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- Business Immigration Services/
Visas: Immigrant/Non-Immigrant

www.QPWBLAW.com

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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.

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- NLRB elections

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RL&L provides top-tier representation in a broad spectrum of *Labor & Employment Law* matters to clients ranging from emerging start-ups to large publicly traded companies. This includes representation and advice regarding any matters involving the Fair Labor Standards Act, the National Labor Relations Act, The Equal Pay Act, the Americans with Disabilities Act, Title VII of the Civil Rights Act of 1964, The Age Discrimination in Employment Act, the Family and Medical Leave Act, the WARN Act, the Arizona Civil Rights Act, the Arizona Employment Protection Act, and a myriad of federal, state and local employment statutes and regulations; restrictive covenants (non-compete, non-solicitation, and non-piracy), confidentiality/trade secret rights, and employment-related intellectual property rights; harassment, discrimination, and retaliation, disability accommodation, FMLA leave, NLRA compliance, wage and hour compliance, employee discipline and termination, layoffs, and drug/alcohol testing; employment contracts and special compensation plans, severance plans, and employee handbooks/policy and procedure manuals, and immigration law matters. Our lawyers also have extensive experience representing employers and employees in employment related litigation, including wrongful termination, and employment related civil rights prosecution and defense, negotiating executive employment agreements and severance agreements.

Rusing Lopez & Lizardi is a certified Minority Business Enterprise (MBE) and has been a proud member of the National Association of Minority and Women Owned Law Firms (NAMWOLF) since 2013. RL&L has become home to some of the Southwest's most accomplished attorneys. RL&L is listed as a Tier I Tucson, Arizona law firm in *U.S. News and World Report's* Best Law Firms. Our lawyers are featured in the *Best lawyers in America* in fifteen separate practice areas, and for the thirteenth consecutive year, RL&L attorneys have been recognized by the national rating organization, *Super Lawyers*. Our firm also holds an A-V rating from *Martindale-Hubbell*.

Rusing Lopez & Lizard, PLLC has a confident team with experience and the resources to provide your company with the best possible counsel. Attorneys in our firm are licensed to practice in Arizona, California, Colorado, Nevada, Texas, Nebraska, Washington D.C., New Hampshire, and New York.

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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, as well as sensitive internal investigations. For full biographies, please visit our website at www.sanchez-amador.com.



Who We Represent

Primarily Fortune 500 companies in the financial services, retail, food service, service, and technology industries.

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. 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.

Please Contact

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In Oakland: Jamie Rudman | 510.788.8702 | rudman@sanchez-amador.com



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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.

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Employment Litigation
General Liability Litigation
Intellectual Property

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At Sanders Roberts LLP, we provide legal services customized to our clients and their individual situations. That means efficiently and effectively resolving the issues at hand from their perspective – their best interest, their timeline, their needs – and crafting solutions that work for them and their enterprises.

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- Business entity dissolutions
- Fraud
- Fraudulent transfers
- Intentional and negligent misrepresentation
- Breach of fiduciary duties
- Collection cases
- Interference with contracts and business relations
- Business accountings
- Anti-SLAPP motions
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- Litigation strategy and avoidance
- Liability mitigation
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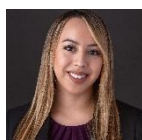
Edwin Rush



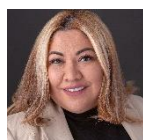
Shawn P. Thomas



Alexis Council



Marilyn Garcia-Perez



Blanca Reyes

SANDERS ROBERTS LLP

1055 West 7th Street Suite 3200 Los Angeles, CA 90017
p 213 426 5000 | f 213 234 4581 | sandersroberts.com





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. Half 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. Sapientia has represented more than 650 clients, including several Fortune 100, Fortune 500, and Fortune Global 500 Companies. Over the past seven years, Sapientia has billed 55% of its revenue under alternative fee structures. Sapientia's team includes Martindale-Hubbell® AV-rated attorneys, former in-house counsel, a former CEO of a multi-million corporation owned by the Mille Lacs Band of Ojibwe, two past Presidents of the Minnesota State Bar Association, a former bar foundation president, four attorneys recognized as "Attorneys of the Year" in the State of Minnesota, a recipient of the 2018 Minnesota Lawyer Diversity & Inclusion Award, and one of Minnesota's 100 "High Stakes Litigators®". In 2015, Sapientia was named one of the "Go-to Top Ranked Law Firms" at top 500 companies by *Corporate Counsel* magazine.

Employment Law Experience

On average, Sapientia's employment lawyers have been practicing for 25 years. That experience includes both litigation and advising on a full range of employment matters. We have handled trials, arbitrations, and appeals in state and federal courts, including:

- Employment Advice
- Discrimination Litigation
- Workplace Investigations
- Whistleblower Claims
- Retaliation
- Defamation
- Executive Employment Agreements
- Wage and Hour and Commissions Disputes
- Non-Compete/Non-Solicitation
- Executive Coaching
- Separation and Severance Agreements
- Workplace Training
- Leave Laws
- Employment Policies and Handbooks

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 company that has attorneys with African American, Caucasian, Latino, and Native American roots. Our law firm is certified as a "Minority Business Enterprise" by the National Minority Supplier Development Council. Sapientia is one of a very few mid-sized law firms in the Midwest that is both minority-owned and women-owned.

Our Values

Sapientia has six core values: (1) Listen to Clients. (2) Provide Adaptable 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 (including trials), (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 - 2019*, Labor & Employment - Texas
- Named a 2020 Tier 1 Metropolitan "Best Law Firm" by *U.S. News – Best Lawyers®*
- Ranked in top 20% of employment litigation law firms in *BTI Litigation Outlook 2018: Changes, Trends, and Opportunities for Law Firms Report*
- Named to the Honor Roll in the *BTI Brand Elite 2018: 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
- Mylan, Inc.
- PulteGroup, Inc.
- San Antonio Water System
- Sirius Computer Solutions
- Southwest Research Institute
- UnitedHealth Group
- United Parcel Service, Inc.
- Xerox Corporation

Contact



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Legal Specialization



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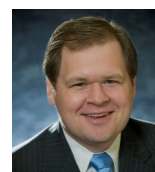
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SCHOEMAN UPDIKE KAUFMAN & GERBER LLP

ABOUT THE FIRM

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

Our lawyers are licensed in NY, NJ, PA, MA, CA, IL, AZ and GA, and have appeared in federal and state courts, in arbitrations and before administrative and regulatory agencies throughout the country.



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PRACTICE AREAS:

- Employment and Employee Benefits Litigation Defense
- Employment Counseling
- Commercial and Complex Business Litigation
- Intellectual Property
- Product Liability
- Real Estate Transactions and Litigation
- Professional Responsibility and Ethics
- Private Client Services (family law, trusts and estates and related litigation)
- Regulatory, Governmental and Internal Investigations
- Business and Financial Services

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

EMPLOYMENT LITIGATION, COUNSELING AND INVESTIGATIONS

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, conducting confidential, sensitive HR investigations. We offer and use alternative methods to resolve disputes, including voluntary arbitration and mediation. If necessary, our seasoned trial attorneys are ready to try cases.

We defend employers against claims and suits involving:

- | | |
|-----------------------------|----------------------------|
| ❖ Employment discrimination | ❖ Hostile work environment |
| ❖ Wrongful discharge | ❖ Sexual Harassment |
| ❖ FMLA and ADA | ❖ Whistleblower |
| ❖ Wage and Hour | ❖ Retaliation |
| ❖ ERISA | ❖ Trade secrets |
| ❖ Restrictive covenants | ❖ Breach of contract |
| ❖ Tort | |

We also provide personalized services to clients to promote a productive work environment and to enhance employer-employee relations. For example, we assist clients on preventative policies and procedures to help minimize or avoid claims in the future. We also offer counseling services and assistance with personnel policies and handbooks, employee benefits, executive compensation and other individual services, OFCCP and other governmental compliance.



NAMWOLF



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Facsimile (716) 881-4909
www.sjalegal.com

Schröder, Joseph & Associates, LLP ("SJA") is a woman-owned law firm that primarily handles management-side labor and employment litigation, intellectual property and complex business litigation and advice in these areas of the law. 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 2019 has recognized Ginger Schroder, Linda Joseph, Heather Giambra, and Jennifer Friedman as Super Lawyers, and Ginger Schroder as one of the Top Ten Lawyers 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 eleven Fortune 500 companies. Among its clients, SJA represents:

- Dresser-Rand Company
- Ford Motor Company
- Buffalo Wire Works
- Computer Task Group (CTG)
- Rich Products Corp.
- Allstate
- Hunt Real Estate
- Citigroup Global Markets, Inc.
- The Hartford
- General Motors
- Honda Motor Company
- GEICO
- Ingersoll Rand
- Specified Air Solutions
- KeyBank
- Praxair, Inc./Linde, AG
- Ingram Micro, Inc.
- COPS Monitoring
- Charles Schwab

PRACTICE AREAS

- LABOR AND EMPLOYMENT LITIGATION
- LABOR AND EMPLOYMENT LAW ADVICE
- COLLECTIVE BARGAINING
- CONSTRUCTION LITIGATION
- PRODUCTS LIABILITY
- NON-COMPETE/NON-SOLICIT LITIGATION
- PATENT, TRADEMARK, COPYRIGHT
- FRANCHISE LITIGATION AND ADVICE
- NON-COMPETE/NON SOLICIT ADVICE
- COMPLEX BUSINESS LITIGATION
- INSURANCE COVERAGE LITIGATION
- CORPORATE COUNSELING

ATTORNEYS



Ginger D. Schröder, Esq.



Heather A. Giambra, Esq.



Alicia C. Rood, Esq.
Of Counsel



Jennifer L. Friedman, Esq.
Of Counsel



Linda H. Joseph, Esq.

LABOR, EMPLOYMENT & EDUCATION LAW

Established in 1995, Schwartz Hannum PC partners with employers and educational institutions to develop and implement strategies that foster positive relationships and resolve disputes.

The Firm develops innovative strategies to 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:

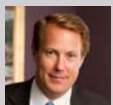
- education
- energy
- financial services
- food service
- healthcare
- hospitality
- manufacturing
- non-profit
- retail
- technology
- transportation and logistics

Fortune 50 companies and small organizations alike rely on Schwartz Hannum PC for thoughtful legal solutions that help to achieve their broader goals and objectives.

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CORE VALUES

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 inventive, especially when dealing with complex and high-stakes situations.

ACCESSIBLE We are easy to approach, responsive, 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.

HOW CAN WE HELP?

COUNSELING All aspects of labor and employment law, including state and federal leave laws such as FMLA and USERRA. Internal investigations regarding sexual harassment allegations, and other high-stakes workplace issues.

COMPLIANCE Government audits and investigations, including audits by state and federal agencies such as the DOL, EEOC, OSHA, and OFCCP, and investigations of public accommodation.

LITIGATION 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.

LABOR RELATIONS Union organizing, collective bargaining, arbitrations and grievance processing, strike management, NLRB proceedings, and labor law counseling and strategic advice.

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.





ATTORNEYS | SMGQLAW.COM

SMGQ Law is an AV-rated, certified minority-owned, full service Florida law firm, offering extensive experience in the handling of legal matters for key industries and clients ranging from Fortune 500 to privately-held businesses and high-net worth individuals. The Firm serves as Florida counsel to several national clients, representing them in all state and federal courts throughout the State of Florida. Located in the gateway city of Miami, SMGQ Law also assists clients in transactions and legal proceedings throughout Latin America.



CHAD K. LANG

**PARTNER/CHAIR, LABOR & EMPLOYMENT
NAMWOLF L&E PAC CO-CHAIR**

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WWW.SMGQLAW.COM

Our Labor & Employment Group provides insightful counseling to employers to minimize liability exposure and ensure our corporate clients comply with the myriad of federal, state and local employment laws and regulations. We also aggressively defend against lawsuits, administrative complaints and agency investigations. Our Labor & Employment Group helps clients of every size, from Fortune 500 companies to small companies, with their labor and employment needs throughout Florida and nationwide. We also serve as local counsel to firms to provide our local insight into opposing counsel, judges and juries. 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, conduct internal investigations, 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 regularly 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.

**SMGQ LAW
AREAS OF PRACTICE:**

Labor & Employment
Life, Health, Disability and
ERISA Litigation
Disability Accessibility
Complex Commercial and
Business Litigation
Insurance Coverage Litigation
Immigration and Naturalization
Product Liability Litigation
Real Estate Litigation
Corporate Law, as well as
Federal and State Tax Law
Matters
Commercial Real Estate and
Lending Transactions
Government Investigations/
Relations and White-Collar
Criminal Defense

**KEY LABOR & EMPLOYMENT
AREAS OF PRACTICE:**

Discrimination
Harassment
FLSA/Wage & Hour
Class & Collective Action
Disability
Non-compete Agreements
FMLA/Employee Leaves
of Absence
ERISA
Title III ADA (Disability/
Website Accessibility)
Whistleblower & Retaliation
Mergers & Acquisition
Employment Counsel
Administrative Charges/
Agency Investigations
Internal Investigations
Reductions-in-Force
Separation Agreements
Employment Agreements
Employee Handbooks
Consulting Agreements
Union Avoidance & Grievances



A LEGACY OF LEGAL EXCELLENCE SINCE 1961
SERVING SOUTHERN CALIFORNIA



TLD Law is dedicated to serving In-House Counsel by providing high quality legal services – with the goal of providing clients with effective solutions to their legal matters.

LABOR & EMPLOYMENT PRACTICE AREAS:

LITIGATION | ADMINISTRATIVE HEARINGS | INDIVIDUAL AND CLASS CLAIM DEFENSE
COMPLIANCE AUDITS | INVESTIGATIONS | TRAINING

WHY CHOOSE TLD LAW?

LONGEVITY AND STABILITY

Our roots run deep. We know the place, the culture, and the people.

TEAM APPROACH

We work together to find solutions for our clients. We believe that collaboration brings better results.

AGGRESSIVELY PROTECTIVE

We work tirelessly to preserve and defend our clients.

CULTURE OF DIVERSITY AND INCLUSION

Embracing unique qualities in our culture and prizing diversity of perspectives, varied experience, and in-depth knowledge are key to delivering innovative results for our clients.

RESPONSIVE

We value our clients and we work quickly and efficiently to meet their needs and exceed their expectations.

LONG BEACH | IRVINE | DOWNEY | BEVERLY HILLS

www.tldlaw.com | info@tldlaw.com



WE ASSIST EMPLOYERS BY:

- Providing proactive guidance for compliance and risk management issues, such as background checks, reporting, and multi-jurisdictional issues.
- Drafting human resources policies, executive employment agreements, and non-compete provisions.
- Navigating performance and leave issues and negotiating severance agreements.
- Conducting timely and thorough independent investigations of potential discrimination, harassment, fraud, or other misconduct.
- Defending employers against claims of discrimination, retaliation, pay or leave violations, and business torts.
- Representing employers in disputes about the enforceability of noncompetition provisions.
- Defending employers in class action matters, including claimed wage and hour violations.
- Litigating professional liability actions.

INDUSTRIES SERVED:

FINANCIAL SERVICES



AIRLINES



PROFESSIONAL SERVICES



HEALTH CARE



TITLE AND REAL ESTATE



GOVERNMENT AND
NOT FOR PROFIT



HIGHER EDUCATION

Our Labor & Employment attorneys have decades of experience representing management throughout the life cycle of an employment relationship.

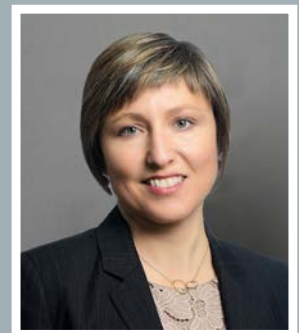
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VILLARREAL HUTNER PC | ATTORNEYS AT LAW

CALIFORNIA EMPLOYMENT LAW DEFENSE

Single and Multi-Plaintiff
Litigation

▪

Strategic Advice and Counsel

▪

Investigations

▪

Crisis Response Strategy
and Management

▪

Mediations in Threatened
or Active Litigation

▪

On-Site Employee Mediation

▪

Handbook and Policy Drafting

▪

Anti-Harassment and
Diversity Training

▪

HR Project Management

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415-543-4200

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Experts in Employment Law

Villarreal Hutner PC is a boutique law firm comprised of truly exceptional employment law specialists. Located in San Francisco, we partner with a wide range of clients – from small businesses to Fortune 50 companies – to provide practical counseling and effective legal representation.

We are trusted advisors and battle-tested litigators.

Our large firm-trained attorneys take a creative and collaborative approach to litigation without losing sight of the bottom line. Our clients appreciate our ability to provide strategic guidance on virtually every issue that arises in the employment relationship and trust us with their most challenging employment law dilemmas.

Villarreal Hutner PC is a member of the National Association of Minority and Women-Owned Law Firms (NAMWOLF), a certified Minority and Women Business (MWBE), and has been honored with the California Minority Counsel Program's prestigious Client Service Award. All of our attorneys have been recognized as Super Lawyers for Employment Litigation in California.

Getting Results in Labor and Employment

Our labor and employment law practice group attorneys understand what matters most to employers. We provide a comprehensive range of legal services, from pro-active, strategic counseling to aggressive litigation defense. As a majority women-owned firm, we bring a unique perspective to labor and employment issues.

What we do for our Labor & Employment clients:

We represent employers in all areas of workplace law, including counseling clients on ways to prevent disputes from occurring and on early resolution strategies when disputes arise. When litigation ensues, we work with our clients to quickly and effectively identify and achieve the best possible result. We provide a vigorous defense against employment and labor law claims in state and federal courts in New Jersey, New York and Pennsylvania, including, among others, cases involving discrimination, harassment and retaliation allegations, defamation claims, whistle blower claims, employee privacy issues, medical leave issues, disability accommodations, and wage and hour violations. We have successfully litigated numerous cases through dispositive motion practice and jury trials.

We also regularly:

- Advocate for employers before state and federal administrative agencies;
- Handle private arbitration hearings and proceedings and enforce employer's arbitration provisions;
- Protect our clients' confidential information, trade secrets and business relationships from misuse or interference;
- Conduct independent investigations of workplace issues, improper business practices and allegations of mismanagement and dysfunction;
- Advise management and provide training on a myriad of different issues effecting the workplace;
- Craft employee policies and handbooks; and
- Handle traditional labor law matters, including NLRB proceedings, union elections, collective bargaining negotiations, labor arbitrations, and unfair labor practice charges.

Who we work with:

- International, national, and regional corporations of all sizes
- Nonprofit organizations
- Institutions of higher education
- Municipalities and public agencies
- Multiemployer trade associations
- Referring law firms for out-of-state/conflict issues



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M. Trevor Lyons
Partner



Peter J. Pizzi
Partner



Kristen Spallanzani
Associate



David D. Cramer
Associate



Caitlin P. Cascino
Associate



Mariel L. Belanger
Associate

Recognized Proficiency in a Wide Range of Practice Areas

Business & Commercial Litigation | Financial Services & Risk Management | Cyber Security & Data Privacy
Intellectual Property & Trade Secret Litigation | Labor & Employment | Alternative Dispute Resolution | Class Action Defense
Internal Investigations | Appeals | Insurance | Regulatory & Public Policy | Construction Law | Special Education

The Walsworth Difference

30 years in business | 70+ attorneys | Offices in CA and WA | 14 practices

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

TRIAL-READY | 900+ jury trials | 250+ nonjury trials | 300+ trials to verdict | 275+ 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 | 52% of all lawyers are female | 24% of all lawyers are minorities

WOMEN-OWNED | WBENC and CPUC certified

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Elizabeth L. Huynh

Sage R. Knauft

Reyna E. Macias

Laurie E. Sherwood

Daniel P. Schrader



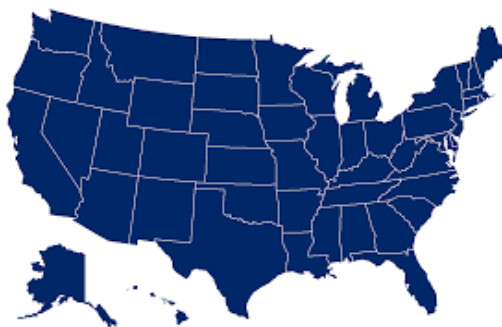
WANG AUSTIN LLC

EMPLOYEE BENEFITS AND EXECUTIVE COMPENSATION

Navigating You Through the Complexities of Employee Benefits and Executive Compensation Law

Some of the Industries We Serve:

Financial Services
Technology
Consumer Products
Healthcare
Professional Services
Energy & Utilities
Manufacturing
Transportation
Food & Beverage



Wang Austin counsels clients across the US, providing practical advice and guidance on both the everyday and complex employee benefits issues.

401(k) Plans
Cafeteria Plans
403(b) Plans
Defined Benefit Plans
Wrap Plans
HRAs ~ HSAs ~ FSAs
Incentive Plans
Bonus Plans
Non-Qualified Plans
Severance Plans
Options ~ RSUs ~ SARs
ERISA
COBRA
HIPAA
Affordable Care Act
Section 409A
Section 280G
Section 457



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Charlotte | Chicago



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ABOUT THE FIRM:

Wargo & French LLP ("Wargo French"), a full service law firm and certified minority-owned business, is the premier firm of its size in its Atlanta, Los Angeles, and Miami markets and is committed to providing the highest level of service to its clients. Wargo French focuses on building a mutual sense of trust and confidence with its clients.

As a result of our high-quality work product and focus on client service, Wargo French has developed long-standing relationships with its clients. Indeed, many of Wargo French's clients have been represented by members of the firm for over two decades. This is the hallmark and founding principle of our firm: providing excellent legal work with an outstanding level of service and responsiveness.

Wargo French is honored to be a member and proud sponsor of NAMWOLF.

PRACTICE AREAS:

Alternative Dispute Resolution
Appellate Litigation
Bankruptcy and Restructuring
Class and Collective Action Litigation
Commercial Lending
Commercial Real Estate
Complex Commercial Litigation
Creditor's Rights

Defamation Litigation
Employment Litigation and Preventative Services
Engineering and Construction
Financial Services Litigation
General Corporate and Securities
Insurance Coverage
Intellectual Property and Trade Secrets
Internal Investigations

EMPLOYMENT LITIGATION:

Wargo French's employment practice is nationwide in scope, with our attorneys having represented clients in every region of the country. Our attorneys provide our clients with a full complement of employment litigation services. From class action wage and hour and employment discrimination litigation to single-plaintiff employment claims, we take pride in working with our clients to anticipate and efficiently resolve the employment issues that arise in today's challenging workplace environment.

Our experienced employment litigators aggressively defend client interests in federal and state courts, as well as before the EEOC, OSHA, NLRB and California DFEH, which entails: preparation of Position Statements and defense of witness examinations. We have particular expertise in class and collective action wage and hour litigation, having successfully handled over 20 class/collective action wage and hour lawsuits in the past several years.

Through our preventive services program, Wargo French attorneys assist clients in implementing policies and programs that allow for the early detection and resolution of potential employment disputes. Our attorneys ensure that clients take full advantage of the legal protections available to employers by providing practical counseling and advice on day-to-day employment issues, drafting and reviewing employee handbooks and policies, and providing training in all areas of employment law.

WARGO FRENCH CONTACTS:



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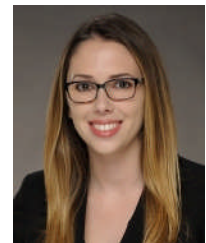
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EMPLOYMENT LITIGATION

We are a Colorado based majority women-owned law firm founded in 1995

We represent public and private employers in employment litigation in administrative agencies, federal and state trial and appellate courts throughout Colorado.

Wells, Anderson & Race, LLC

We are a Majority Woman Owned Law Firm focused on Defense Litigation Excellence.

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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 21 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.

DIVERSITY COMMITMENT

WTK is one of the largest women-owned law firms in California. Founded in 1991, the firm has 35 attorneys handling the litigation needs of clients on a local, statewide and regional level. Of the 35 lawyers in the firm 68% are women and 35% are people of color. Across the firm, 71% of our workforce are women and 38% are people of color.

REPRESENTATIVE CLIENTS

The Firm's clients range from public entities to Fortune 500 companies to local businesses in a variety of industries including manufacturing, retail, healthcare, staffing agencies, real estate, banking, transportation, oil and gas, technology, and pharmaceutical.

- AT&T
- CareFusion
- Cardinal Health
- Discount Tire
- Cummins, Inc
- Exxon Mobil
- Ford Motor Company
- Harley-Davidson
- Home Depot
- Honda North America
- Kraft Foods Global
- Nationwide Mutual Insurance
- Petco Animal Supplies
- Semptra Energy
- Shell Oil
- Target
- UnitedHealth Group
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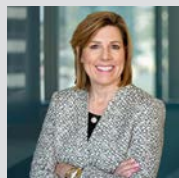
MEET THE TEAM



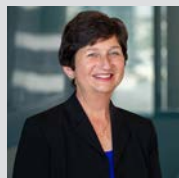
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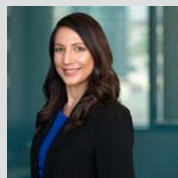
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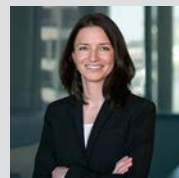
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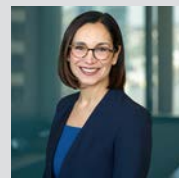
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Wright, Finlay & Zak is nationally certified as a Women's Business Enterprise by the Women's Business Enterprise Council-West (WBENC) and is a proud member of NAMWOLF (National Association of Minority & Women Owned Law Firms).



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OVERVIEW

Wright, Finlay & Zak, LLP ("WFZ") is a full-service litigation, transactional and insurance defense law firm with offices in California, Nevada, Arizona, Washington, Oregon and Utah. We also have attorneys who are licensed in New Mexico, Texas, South Dakota and Hawaii, allowing WFZ to assist you with your legal needs throughout the Western United States. WFZ provides its legal services at reasonable hourly rates, with particular attention to the overall cost of any matter. Our goal is to provide quality representation and excellent service at a reasonable cost to our clients.

LOAN SERVICING AND DEFAULT LITIGATION

WFZ's core practice area includes representing national, regional and small loan servicers, investors and originators in all aspects of mortgage banking and consumer finance litigation. Representation ranges from defending creditors in individual borrower cases to class and "mass" actions involving payment misapplication, loan modification, wrongful foreclosure, predatory lending, bankruptcy, title, rent control, force-placed insurance, unfair business practices and other mortgage-related issues impacting our clients. Our attorneys have experience in defending cases involving most Federal and State statutes, including the California and Nevada HOBR, TILA, RESPA, FCRA, FDCPA, California's Rosenthal Act, TCPA, SCRA, RICO, HAMP and HAFA. We successfully resolve most cases via settlement that results in a performing asset or liquidation. WFZ also assists its clients in mortgage fraud recovery, helping our clients recover mortgage losses caused by originator, broker or appraiser fraud and negligence. WFZ can also assist with affirmative actions for judicial foreclosure, deficiency judgments, title curative and receiverships.

If you have any questions about this area of practice, please contact **Robert Finlay**, **Robin Wright** or **Cathy Robinson**.

SERVICING COMPLIANCE

WFZ provides mortgage servicing clients with all aspects of regulatory compliance advice. WFZ's attorneys have assisted its clients with compliance with the CFPB Rules, National Mortgage Settlement and various federal statutes, including FDCPA, RESPA, TILA and TCPA. We have designed programs for many of our clients to ensure compliance with California and Nevada's Homeowner Bill of Rights, Washington's Foreclosure Fairness Act, and state and federal successor in interest laws. WFZ's Compliance, Licensing and Regulatory Division is actively involved in the state lobbying process and has direct access to lobbyists in many of the states we cover on the West Coast. WFZ is able to track pending laws, oppose unwanted laws and revise bills that are likely to pass, which helps our clients track potential new legislation and implement new procedures to ensure compliance when the new laws go into effect. WFZ also assists clients in responding to regulatory complaints and investigations relating to loan servicing.

If you have any questions about our servicing compliance practice, please contact **Michelle Mierzwa** or **Leslie Baird** at lbaird@wrightlegal.net.

LABOR & EMPLOYMENT

WFZ's attorneys have a broad range of experience in Labor and Employment Law, representing employers of all types and sizes in all legal arenas, including, but not limited to State Courts, Federal Courts, the California Department of Labor, the Nevada Labor Commission and the Federal Equal Employment Opportunity Commission. WFZ's attorneys have represented employers in defense of wage and hour claims, unemployment benefit claims, on-the-job injuries outside the scope of worker's compensation claims, ADA accessibility compliance and administrative hearings/appeals, including those involving unemployment benefits.

For questions about our Labor & Employment practice, please contact **Charles McKenna**.

ORIGINATION COMPLIANCE AND LICENSING

WFZ's Origination Compliance and Licensing Division assists loan originators, mortgage brokers and private money lenders with nearly all aspects of their business. WFZ's attorneys have assisted its clients with compliance with state and federal statutes, including, but not limited to, TILA, RESPA, FCRA, HMDA, SAFE Act, ECOA, the FHAct, UDAAP, the Loan Originator Compensation Rule, and various privacy laws. The Division has experience with all aspects of licensing, including new company licensing, reorganizations, restructurings, renewal activity, and daily NMLS compliance challenges. Additionally, WFZ is well versed with the NMLS Mortgage Call Report and other reporting requirements. WFZ is also able to assist clients with the management of regulatory examinations.

If you have any questions about our origination compliance and licensing practice, please contact **Leslie Baird** at lbaird@wrightlegal.net.



You'll never be just a case file to us.

Younossi Law has been helping companies bring the best talent to the United States and achieve their goals in business immigration matters. Younossi Law has extensive experience with clients ranging from startups to Fortune 500 multinationals and specializes exclusively in corporate immigration related matter.

Younossi Law's full-service firm is designed around the goals of our clients, not the needs of our attorneys. When you work with us, you'll gain the benefit of decades of combined experience with the personal, hands-on service of a specialized boutique law firm.

"Younossi Law has worked very hard to ensure that our needs are met. We get immediate response to our questions; and they work very closely with the in-house counsel to analyze our options and craft the best possible visa solutions to fit our company's needs and philosophy."

— Senior Counsel, Wells Fargo & Company (Financial Services Industry)

Our proactive and strategic approach and knowledge have earned us accolades from some of the most prestigious organizations in the country. Our real success, however, can be found in the hundreds of people and businesses we've assisted over the years.

There is a story behind every petition we handle. We want to know yours.

Let's begin talking about what Younossi Law can do for you.

Practice Areas

- I-9 & E-Verify Employment Eligibility
- Immigration Compliance & Worksite Enforcement
- Labor Certifications
- E Visas
- L1 Visas
- TN Visas
- H1B Visas
- Naturalization
- Sponsorships



Helena Younossi
Principal Attorney

Awards & Accolades

- Lawyer Monthly, Women in Law Awards 2018
- Martindale-Hubbell® Preeminent Peer Rated Highest Level of Professional Excellence
- Certified Women's Business Enterprise
- Avvo Top-Rated Lawyer
- Certified Women's Business Enterprise
- San Francisco Magazine Top Attorneys
- The American Lawyer award
- Board of Advisors, AILA National Ethics Compendium 2013 – present
- Executive Committee Member, International Law Section, State Bar of California, 2009-2013
- National Committee Member, AILA Ethics and Practice Management Committee, 2009 - present
- Board Member and Liaison, AILA Northern California Ethics Committee, 2009 - present
- Cultural Advisor, Alliance for International Women's Rights
- Board Member, San Francisco AIDS Foundation, 2007 - 2008
- Board Member, Pangaea Global AIDS Foundation, 2007 - 2009