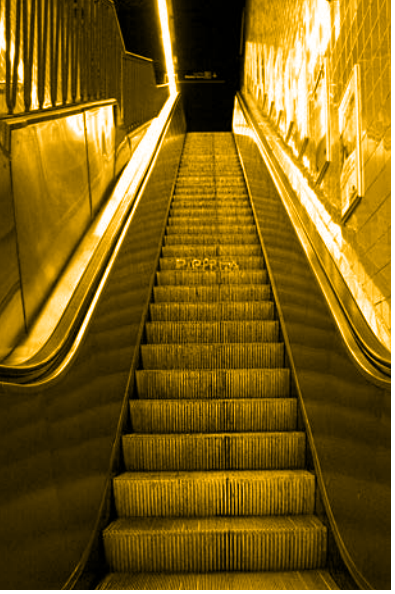

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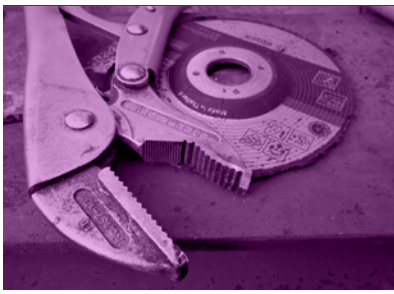

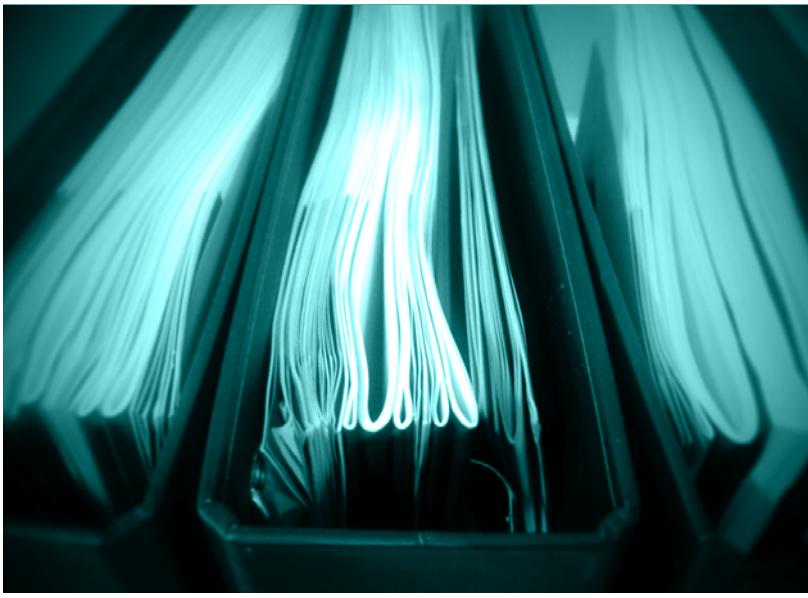

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NAMWOLF Labor & Employment PAC

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.

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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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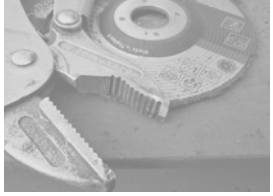
US Geographic Areas



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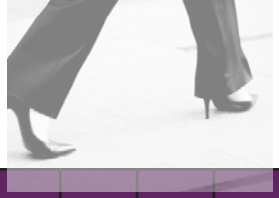
	Affirmative Action and OFCCP Compliance	Class Action	Employee Benefits	Employment Law and Litigation	ERISA and Benefit Plan Litigation	Immigration	International Employment Law	Labor Relations	Wage and Hour	Whistleblower / False Claims Act / Sarbanes-Oxley	Workers' Compensation	Workplace Safety and Health
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		
BurnsBarten PLC		x		x				x	x	x		
Calfo Eakes LLP				x						x		
Campbell Litigation, P.C.		x		x	x			x	x	x		
Culhane Meadows PLCC	x		x	x	x		x	x	x	x		
The Employment Law Solution				x					x	x		
Estes Thorne & Carr PLLC	x	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		
Ivie McNeill Wyatt Purcell & Diggs, A Professional Law Corporation						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				x					x	x		
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



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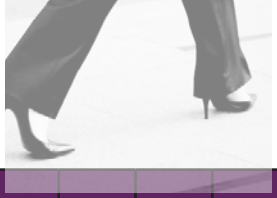
PRACTICE AREA COMMITTEE

	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
Liebler, Gonzalez & Portuondo		x		x				x	x	x		
LimNexus LLP												
Lincoln Derr	x	x	x	x				x	x	x		x
LTL Attorneys												
Marrero & Wydler												
Martineau King PLLC		x		x					x	x		x
McDonnell & Associates, P.C.												
Miletich PC		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			
MWH Law Group			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		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

Practice Areas *continued*



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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
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
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												
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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.

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.

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.

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

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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
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- Workers' compensation
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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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Mountain Plains Minority Supplier Development Council

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Stacey Campbell, Shareholder

Dan Combs, Shareholder

Alison Lungstrum Macneill, Of Counsel

Eric Neeper, Attorney

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John Dalti, Paralegal

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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**

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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

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- Compliance (COVID-19, EEO, and FLSA)
- Internal **Workplace Investigations**, Climate Assessments, and FLSA Audits for Private and Public Entities
- All Employment Law needs for Educational Institutions (K-12 and University), Non-profits and small businesses
- Employment Law Advice and Training for Boards
- Executive **Employment and Severance Agreements**

Contact: **Chandra C. Davis**

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Atlanta, GA 30339 | 678.424.1380
info@theemploymentlawsolution.com

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ESTES THORNE & CARR

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 employment contracts and non-competition agreements and litigation related to those agreements. We also have a robust OSHA practice.

Experienced Counsel

Partners Terah Moxley and Monica Narvaez have been defending employers for over 26 years combined and provide thorough and efficient representation of clients. Terah Moxley is Board Certified in Labor & Employment Law by the Texas Board of Legal Specialization. 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 and successful defense of appeal of verdict in the Fifth Circuit.
- Successfully defended appeal of defense jury verdict in federal court for power generation company against employee alleging racial harassment, discrimination, and retaliation.
- Secured dismissal of federal court suit alleging disability discrimination on behalf of Fortune 500 telecommunications company
- 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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Monica Narvaez
mnarvaez@estesthornecarr.com

REPRESENTATIVE CLIENTS

- ABM Facility Services
- AT&T
- Cosmetic Labs
- D.R. Horton
- FleetPride
- Heritage Auctions
- LiquidAgents Healthcare
- Nationwide Mutual Insurance Co.
- ORIX Corporation USA
- Prudential
- Texas Rangers Baseball Club
- The Kroger Company
- Vistra Energy
- Worldwide Flight Services, Inc.

AREAS OF PRACTICE

- Title VII
- Pregnancy Discrimination
- ADEA
- ADAAA
- Ch. 21 of Texas Labor Code
- FMLA
- FLSA
- ERISA
- OSHA
- Non-competes
- Trade Secrets
- Whistleblower Actions
- Workers' comp Retaliation
- Exec. Order 11246
- WARN
- Texas Pay Day Act
- Policies and Procedures
- USERRA
- Class/Collective Actions
- Investigations
- Training
- Day-to-Day Counseling

AWARDS & RECOGNITION

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- Best Lawyers Under 40, *D Magazine*
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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.

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- 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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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.

We help

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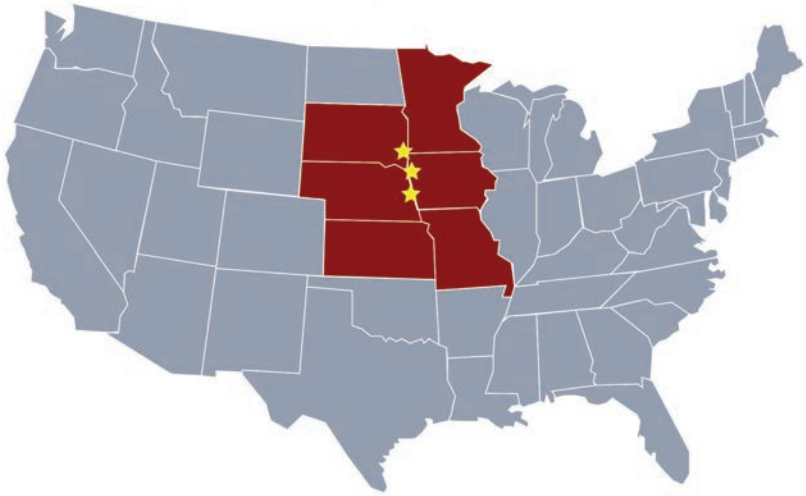
win disputes, achieve their company's goals, and spend time on what's worth it.



Labor & Employment

- Affirmative Action & OFCCP
- Employment Law & Litigation
- False Claims Act
- Harassment & Discrimination Litigation
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Commercial Litigation

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

Employment Law

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

Grant Law, LLC
230 West Monroe Street
Suite 240
Chicago, IL 60606
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Corporate Services

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

Real Estate and Commercial Lending

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

Healthcare Law

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

Product Liability Litigation

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

Municipal Liability

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

Bankruptcy and Creditors' Rights

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

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OUR *firm*

Hamilton, Miller & Birthisel, L.L.P, with it's 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

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Managing Partner

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305-379-3686

hamiltonmillerlaw.com

Hill Hill Carter

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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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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:

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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.

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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.

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KUPFERSTEIN MANUEL LLP

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

CAPABILITIES:

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- 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

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Lafayette & Kumagai

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Attorney

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Attorney

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Partner

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Brian H. Chun
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Saisruthi Paspulati
Associate Attorney

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Lafayette & Kumagai LLP, 1300 Clay Street, Suite 810, Oakland, California 94612 Tel: 415.357.4600 www.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 B*TI 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*'s annual report on the law firms most used by the *Fortune* 100.

LABOR & EMPLOYMENT PRACTICE: Lafayette & Kumagai handles 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, a 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. Lafayette & Kumagai has been particularly succesful in resolving matters by way of dispositve motion 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.; Coca-Cola; Comcast Cable; Denny's, Inc.; Facebook, Inc.; Home Depot, Inc.; McDonald's; Shell Oil Company; United Continental Holdings, Inc.; United Parcel Service, Inc.; Xerox Corporation; AC Transit; Alameda County; CalPERS; CBS Broadcasting, Inc.; City of Oakland; Conduent, Inc.; 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; PBF Energy; 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 & EMPLOYENT 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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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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León Cosgrove LLC is a law firm specializing in complex business litigation pending throughout the United States.

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

Our lawyers, most of whom are former federal law clerks, were educated at top schools and trained at the world's largest and most prestigious firms. They have spent their entire legal careers representing clients in some of the most complex lawsuits filed in the United States.

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

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About

Founded in 1972, Lewis & Munday, P.C. is one of the oldest and largest law firms founded by African Americans. Since its inception, Lewis & Munday has been an innovative, dynamic and forward-thinking firm that provides efficient, creative and comprehensive legal services. The attorneys at Lewis & Munday work collectively in an atmosphere that welcomes diversity and celebrates the power of teamwork. The founders' goal was to establish a firm that is a local and national leader in corporate work and public municipal law. Throughout the 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
- Bond Counsel
- Brownfield Redevelopment
- Business Development
- Commercial Litigation
- Corporate Finance
- Corporate Governance
- Corporate Transactions
- Economic Development
- Employment Litigation
- General Litigation
- Insurance Litigation
- Labor
- Municipal Finance
- 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
Wage & Hour
Class & Collective Action
Harassment
Disability
Non-compete Agreements
Employee Leaves of Absence
Employment & Consulting Agreements
Whistleblower & Retaliation
Reductions-in-Force
Administrative Charges
Defamation
Employment Handbooks
Military Leave
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LINCOLNDERR

Civil Litigation Law Firm

Headquartered in Charlotte, North Carolina.

ABOUT US

It began back in 2009, when Sara Lincoln and Tricia Derr — both seasoned and accomplished trial attorneys — came together to create a new kind of law firm. They saw a need in the industry and a demand among clients for an alternative to the big, institutional law firms — one that offered diversity, trial experience and value.

That was the foundation for Lincoln Derr, and it continues to guide our firm now, as we continue to grow and win for our clients.

LABOR&EMPLOYMENT

We represent large and small employers, delivering personnel advice, providing counseling, and training senior leaders and employees. We can help employers develop and implement strong policies that minimize corporate risk. Our attorneys know the law and create a proactive approach to navigate any employment situation.

Our attorneys are known for making creative and innovative solutions outside of litigation possible. When litigation is necessary, we leverage our extensive courtroom experience to craft persuasive trial strategies to defend your company.

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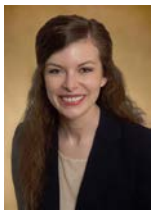
Attorneys Licensed and Practicing in North and South Carolina

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.



Meagan Allen

Stephen Fuller

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

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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.

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Counseling businesses in employment, labor, and immigration matters.

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

Labor and Employment

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

Corporate and Investor Immigration

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

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ALL FEDERAL AND STATE COURTS IN NEW YORK, NEW JERSEY AND CONNECTICUT

PRACTICE AREAS

FLSA/Class Action and Wage and Hour Litigation

Discrimination, Harassment and Wrongful Termination Litigation

Non-Solicitation/Non-Compete and Trade Secrets Litigation

Employment and Pre-litigation Counseling

REPRESENTATIVE CLIENTS

AON Corporation
JPMorgan Chase Bank, N.A.
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

AV® PREEMINENT™ Martindale-Hubbell® Lawyer Ratings
Super Lawyers®
Best Lawyers®
Certified WBENC Women's Business Enterprise

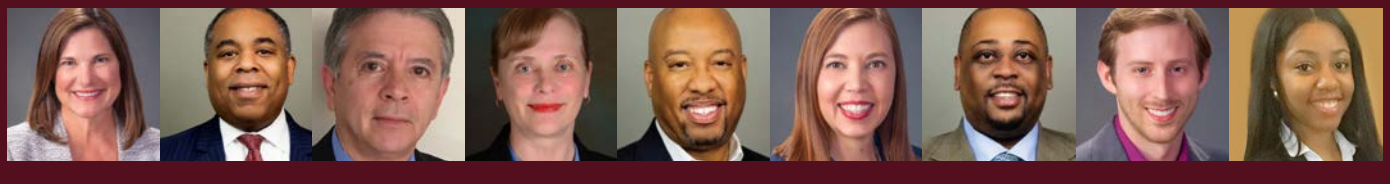
MWH LAW GROUP

LABOR & EMPLOYMENT PRACTICE GROUP

We are experienced litigators. We defend employers in class action and single plaintiff litigation involving Title VII, the WARN Act, ADA, FMLA, ADEA and related state and local anti-discrimination and wrongful termination laws. We defend wage and hour violation claims, defamation, interference, non-compete, trade secret, fiduciary duty, and whistleblower retaliation claims. We are seasoned trial attorneys who have successfully obtained summary judgments, directed verdicts, and defense verdicts.

We understand the value of being proactive. We complete robust early case assessments and promptly communicate opportunities for resolution. We advise employers on affirmative action compliance, manage wage and hour audits, and conduct internal complaint investigations. We draft arbitration clauses and clear, defensible employment policies and procedures.

We are relevant. We counsel and assist clients in the development of diversity programs and initiatives. We provide onsite training related to state and federal employment laws with an emphasis on workplace diversity and inclusion.



SCOPE OF SERVICE

- Americans with Disabilities Act (ADA)
- Age Discrimination in Employment Act (ADEA)
- Fair Labor Standards Act (FLSA)
- Family and Medical Leave Act (FLMA)
- Title VII - Discrimination and Harassment
- Retaliation
- Employee Benefits and Contracts
- Executive Compensation
- Reduction-in-Force
- Terminations

RELATED EXPERIENCE

- Represented a multi-national staffing and employment agency in connection with alleged pattern and practice discrimination claims. Partnered with in-house counsel and successfully settled claims on favorable terms.
- Represented a major Wisconsin manufacturer in connection with claims of systemic race discrimination pursued by the NAACP. Successfully resolved claims without commencement of litigation or adverse publicity.
- Represented a Wisconsin auto parts retailer before the Equal Employment Opportunity Commission (EEOC). The EEOC filed suit in the United States District Court for the Eastern District of Wisconsin alleging violations of Title 1 of the Americans with Disabilities Act. Attorney Harlan obtained a complete defense verdict, the first such verdict obtained against the EEOC, which was then affirmed on appeal.
- Tried high profile racial discrimination claim under Section 1981. Obtained defense verdict in federal court which was affirmed on appeal. The case involved alleged hangman nooses.
- Represented a major insurance provider in a Title VII race discrimination lawsuit prosecuted by the EEOC. Obtained favorable resolution of the claim prior to trial.
- Investigated claims of alleged systemic race discrimination by a major law enforcement agency. Due to our comprehensive investigatory report and recommendations, the claimants chose not to litigate the claims.
- Represented an Iowa corporation in a case involving claims of wrongful termination in violation of public policy – jury duty and internal safety complaints. Successfully obtained dismissal through Motion for Summary Judgment.

MWH POINT OF CONTACT

JULIE T. BITTNER

PARTNER | WEST DES MOINES

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Firm offices in Chicago, Indianapolis, Milwaukee, and West Des Moines

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

Representative Clients

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Asplundh Tree Expert, LLC
AVL North America
California Pizza Kitchen
Complete Automation
Compuware Corporation
County of Wayne
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Dynatrace
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Huntington National Bank
McLaren Healthcare
Merrill Lynch
MotorCity Casino Hotel
Pacific Sunwear
PVS Chemicals
Quicken Loans
Rocket Fiber
Shinola
StockX
Wayne County Airport Authority
Wells Fargo
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.
EMPLOYMENT ATTORNEYS

TEAMING WITH EMPLOYERS TO BUILD A BETTER WORKPLACE

WHO WE ARE?

Recognized as a top-ranked Employment Law Firm representing management, NFC has gained a formidable reputation for its progressive, creative and forward-thinking approach that encompasses all areas of employment and benefits law.

WHAT WE DO?

Staffed with highly experienced employment attorneys in the field and a robust support team, we deliver superior work product and incomparable client service.

EXPERIENCED COUNSEL. UNMATCHED RESPONSIVENESS. TRUE PARTNERSHIP.

Nukk-Freeman & Cerra, P.C. is a 100% women-owned, NAMWOLF 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.

EMPLOYMENT SOLUTIONS THAT WORK.

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

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Horizon BC/BS of NJ
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Morgan Stanley
Novartis
Panasonic
Prudential
State Farm
United Airlines
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Stronger than Ever

IN THIS TOGETHER

WE KNOW LABOR & EMPLOYMENT. We partner with our clients to ensure compliance with state and federal employment laws, keeping current on the latest developments affecting employees and impacting businesses. We 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.

We have considerable experience appearing before municipal, state, and federal agencies, including the EEOC, in jurisdictions across the country.

Perez Morris attorneys litigate in state and federal courts across the country, 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, Best Lawyers by U.S. News, and Top Lawyers by Columbus C.E.O. Magazine. We are members of the Defense Research Institute (DRI) and local trial lawyer associations.

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

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

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Potter & Murdock P.C.

COUNSELORS AND ATTORNEYS AT LAW

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
- Management Training
- Wage and Hour Laws

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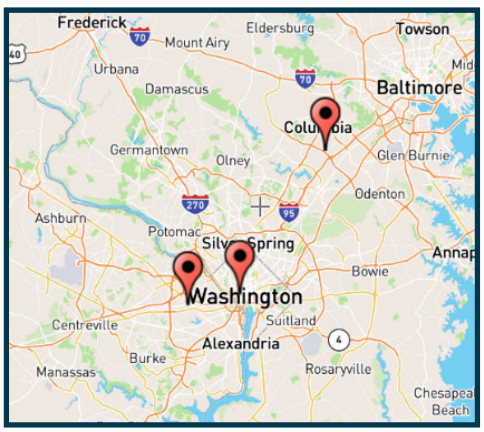

For more information about the firm,
please visit us at www.PotterMurdock.com or call us at 703-637-0050

QPWB

ATTORNEYS

Quintairos, Prieto, Wood & Boyer, P.A., is the largest minority and women owned law firm in the nation. A multi-practice law firm with approximately 375 attorneys serving clients from 23 offices in over 35 jurisdictions throughout the United States and abroad across a spectrum of industries in over 35 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:

Industries Served

- Retail
- Leisure, Restaurant & Hospitality
- Healthcare
- Governmental
- Non-Profit Org.
- Construction
- Information Technology
- Insurance
- Financial Services
- Higher Education

Key Labor & Employment Law Practices

- Discrimination/Harassment EEO Claims / Title VII
- Retaliation/ Whistleblower Claims
- FINRA and AAA Arbitrations
- Disability Claims ADA / Title III
- Internal Fraud, Embezzlement, Security Breaches
- NLRB - Collective bargaining and unfair labor practices
- FMLA / FLSA / ERISA
- Employee Investigations, Compliance Review
- Collective bargaining agreements
- Employment Contracts and Employment Handbooks
- Privacy, Defamation, Internet Access, Usage & Security
- Union free work zones and union avoidance
- Unemployment Compensation
- Workers' Compensation, (OSHA)
- Litigation of unfair labor practices before NLRB
- Independent Contractors Employee Relations
- Worker Adjustment, Retraining and Notification Claims (WARN)
- Business Immigration Services/ Visas: Immigrant/Non-Immigrant

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Royal P.C.

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ABOUT THE FIRM

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

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

We practice in:
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CONNECTICUT
RHODE ISLAND
VERMONT

AREAS OF PRACTICE

Labor Relations

- Collective bargaining
- Unfair labor practices
- NLRB elections

Employment Litigation

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

Preventive Services

- Handbook and Policy Review
- Supervisor Training
- Employment contracts

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ATTORNEYS AT LAW

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We measure success by achieving solutions that ensure results and lasting value for our clients.

Labor & Employment Law Services

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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16427 N Scottsdale Rd., Ste. 200 Scottsdale, AZ 85254 480.663.9800

SANCHEZ & AMADOR, LLP

California Employment Defense Team

Who We Are

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

Who We Represent

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

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

How We Work

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

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

Results

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

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

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.

Representative Clients

ALLSTATE INSURANCE COMPANY
BMW NA LLC
CITY OF CHICAGO
DUPONT
FORD MOTOR COMPANY
HARLEYSVILLE INSURANCE GROUP
McDONALDS CORPORATION
BELLWOOD SCHOOL DISTRICT 88
CHRYSLER GROUP LLC
COLONY SPECIALTY GROUP
EXELON
GALLAGHER BASSETT SERVICES
MARMON GROUP
STATE FARM INSURANCE COMPANY

SANDERS ROBERTS

PRACTICES
Business Litigation
Employment Litigation
General Liability Litigation
Intellectual Property

COUNSEL YOU CAN COUNT ON

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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Reginald Roberts, Jr.

Darth Vaughn

Carl Berthold

Farinaz Cohen

Melvin Felton

Alexandra Lototsky

Sabrina C. Narain

Robert Pearman, Jr.

Miguel Ruiz

Edwin Rush

Shawn P. Thomas

Alexis Council

Marilyn Garcia-Perez

Blanca Reyes

Business Litigation

We have an intimate understanding of the challenges your business faces in today's economy. And how quickly and deeply those changes can affect lives. Areas of expertise include:

- State and federal court trial experience
- Lead counsel before the California Courts of Appeal
- Breach of contract and business torts
- 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
- Motions for summary judgement
- Mediations, Arbitrations and Judicial References
- Expert and percipient witness depositions
- Pre-litigation negotiations
- Litigation strategy and avoidance
- Liability mitigation
- Avoidance litigation counseling
- Representation of doctors before the Medical Board of California and other state agencies
- Discovery and Law & Motion

We also advise clients on all phases of business litigation.
To learn more, please contact us at 213.426.5000.

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SAPIENTIA LAW GROUP

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-Hubble® 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 a "Band 4 Firm" in *Chambers USA 2016 - 2020,* 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

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- NuStar Energy LP
- Mission Pharmacal Company
- Mylan, Inc.
- Pioneer Energy Services
- PulteGroup, Inc.
- San Antonio Water System
- Sirius Computer Solutions
- Southwest Research Institute
- UnitedHealth Group
- United Parcel Service, Inc.
- Xerox Corporation

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

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.

AV LexisNexis Martindale-Hubbell Peer Review Rated For Ethical Standards and Legal Ability

Certified WBENC Women's Business Enterprise

NAMWOLF

Schröder, Joseph & Associates, LLP
ATTORNEYS AT LAW

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Buffalo, New York 14202

Telephone (716) 881-4900
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 law, and complex commercial litigation. SJA is AV-rated and has been AV-rated since its inception in 2001. It is federally qualified as a Women's Business Enterprise and also is a Women-Owned Business Enterprise certified by the Department of Economic Development, Division of Minority and Women Business Development ("DMWBD") of the State of New York. The firm prides itself on delivering superior client service in a cost effective manner. The attorneys at SJA have had extensive trial, mediation, and arbitration experience, and are experienced in all phases of litigation and appeals including arguing in state and federal appellate courts. Super Lawyers of 2016 has recognized Ginger D. Schröder one of the Top 50 of all attorneys, and one of the Top 25 Women attorneys, in upstate New York.

REPRESENTATIVE CLIENT/INDUSTRIES

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

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

PRACTICE AREAS

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

ATTORNEYS

SCHWARTZ HANNUM PC
Guiding Employers & Educators

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.

CONTACT US

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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.

NAMWOLF LAW FIRM MEMBER | certified WBENC WOMEN'S BUSINESS ENTERPRISE | CHAMBERS AND PARTNERS | Martindale-Hubbell AV PREEMINENT Peer Rated for Highest Level of Professional Excellence 2018

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.

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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

TLD LAW

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

NAMWOLF LAW FIRM MEMBER

certified WBENC WOMEN'S BUSINESS ENTERPRISE

Martindale-Hubbell AV PREEMINENT Peer Rated for Highest Level of Professional Excellence 2019

Valentine Austriaco & Bueschel's employment attorneys have decades of experience representing management throughout the life cycle of an employment relationship. Contact us at:

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We assist employers by

- Drafting human resources policies, executive employment agreements, and non-compete provisions.
- Navigating performance and leave issues and negotiating severance agreements.
- Assisting employers through administrative charge proceedings.
- Defending employers against claims of discrimination, retaliation, pay or leave violations, and business torts.
- Representing employers in disputes about the enforceability of noncompetition provisions.

vablawfirm.com

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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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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.

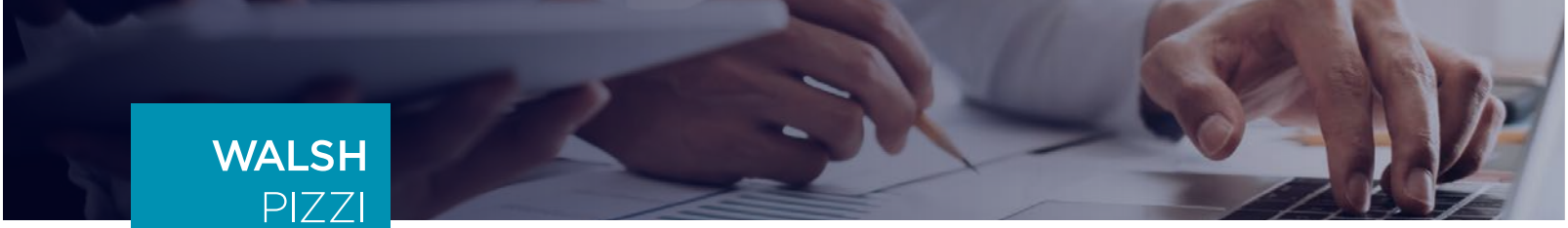
Villarreal Hutner PC is a member of the National Association of Minority and Women-Owned Law Firms (NAMWOLF), a certified Minority and Women Business (MWBE), and has been honored with the California Minority Counsel Program's prestigious Client Service Award. All of our attorneys have been recognized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

NAMWOLF LAW FIRM MEMBER

CALIFORNIA MINORITY COUNSEL PROGRAM

Martindale-Hubbell AV PREEMINENT Peer Rated for Highest Level of Professional Excellence 2018

RATED BY Super Lawyers



WALSH PIZZI O'REILLY FALANGA

NAMWOLF
LAW FIRM MEMBER

Stephen V. Falanga
Partner

Sydney J. Darling
Partner

Christopher M. Hemrick
Partner

Colleen M. Maker
Associate

Getting Results in

Financial Services Litigation

The financial services landscape is in constant flux. New laws, regulations and administrative oversight require continuous monitoring and understanding. Financial services companies expect personalized advice and recommendations from attorneys with knowledge of, and experience within, the existing legal framework, coupled with the ability to obtain results in a practical, cost-effective manner. Our attorneys possess a broad range of financial services litigation experience in the areas of commercial lending and lender liability, commercial law, bankruptcy and financial restructuring, insolvency, creditors' rights and fiduciary services.

What we do for our Financial Services clients:

Walsh attorneys offer clients extensive in-court experience (including alternative dispute resolution), having successfully represented all types of business entities, financial institutions and individuals in a wide range of complex commercial litigation matters throughout New Jersey and New York, at both the state and federal level, from inception through trial and appeal. Our team also regularly represents lenders and parties-in-interest in connection with bankruptcy litigation and contested matters, commercial loan workouts, foreclosure and debt-instrument litigation, tax sale foreclosures, judgment enforcement and other insolvency-related matters. Walsh also represents lenders in litigation relating to the Fair Credit Reporting Act and other compliance-related statutes, laws and regulations.

Our attorneys have equal experience representing debtors and creditors in both bankruptcy liquidations and restructurings, and serve as national bankruptcy counsel to a number of domestic and foreign corporations. Our firm also serves as primary bankruptcy counsel to a publicly traded banking corporation headquartered in New Jersey. Our team includes former law clerks with the United States Bankruptcy Court, further contributing to our ability to provide the firm's clients with dynamic and pragmatic bankruptcy counseling and solutions.

What really sets us apart:

The number and representative experience of our attorneys allows us to offer clients unique, personalized and cost-effective legal services to accommodate virtually every need in the commercial lending, asset disposition, commercial law, distressed debt and insolvency-related spaces. Walsh's attorneys routinely collaborate among our firm's practice groups to provide clients with access to other lawyers with experience in class-action defense, litigation, labor and employment, intellectual property and other specialized areas in an inter-disciplinary approach to provide guidance and solutions to any financial services or risk management issue that may arise.

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

WALSWORTH
WFBM, LLP

30+ years in business • 50+ attorneys • 14+ practices
One Walsworth

Distinctions

- WBENC and CPUC certified
- ABOTA member attorneys
- AV Preeminent® rated attorneys
- 2019 Orange County Women Lawyer's Association Advancement of Women Award
- Northern and Southern California Super Lawyers® and Rising Stars
- Featured in Law360's "The Ceiling Smashers" and "Best Firms for Female and Minority Attorneys"

TRIAL READY | 900+ jury trials, 250+ nonjury trials, 300+ trials to verdict and 275+ arbitrations

DIVERSE | 60% female attorneys, 16% minority equity partner representation. Certified Women's Business Enterprise

EFFECTIVE | Included in Daily Journal's "Top Defense Verdicts" list

INVOLVED | Active pro bono program, high school mentorship for emerging female leaders and active in Public Counsel

ESTABLISHED | Strong California presence since 1989. Attorneys based in Los Angeles, Orange County, San Francisco and Seattle, WA

YOUR LABOR & EMPLOYMENT TEAM:

Laurie Sherwood (PAC Co-Chair)

Sage Knauft

Supplier Clearinghouse • Pursuant to CPUC General Order 156 • Est. 1989

certified WBENC WOMEN'S BUSINESS ENTERPRISE

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

Additional information about Wang Austin LLC is available at www.wangaustin.com.

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Charlotte | Chicago

Atlanta I Los Angeles I Miami
www.wargofrench.com

ABOUT THE FIRM:

Wargo & French LLP ("Wargo French") is a full-service law firm and certified minority-owned business with offices located in Atlanta, Los Angeles and Miami. Built on the principle of intentional inclusivity, we recognize that the diverse experiences, perspectives, and backgrounds of our attorneys result in more creative ideas, more productive discussions, and more innovative solutions for our clients.

Wargo French focuses on building a mutual sense of trust and confidence with our clients. We partner closely with our clients to understand their challenges and goals and to provide guidance so they can attain their objectives. As a result of our high-quality work product and emphasis on client service, Wargo French has developed long-standing relationships with our clients. Notably, many of our 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 Finance and Lending
Commercial Real Estate
Commercial Transactions and Business Consulting
Complex Commercial Litigation
Corporate Governance
Creditor's Rights
Data Privacy and Security
Defamation Litigation
Employment Litigation and Preventative Services
Engineering and Construction
Financial Services Litigation
Insurance Coverage
Intellectual Property and Trade Secrets
Internal Investigations
Mergers and Acquisitions
Real Estate Litigation
Technology Transactions

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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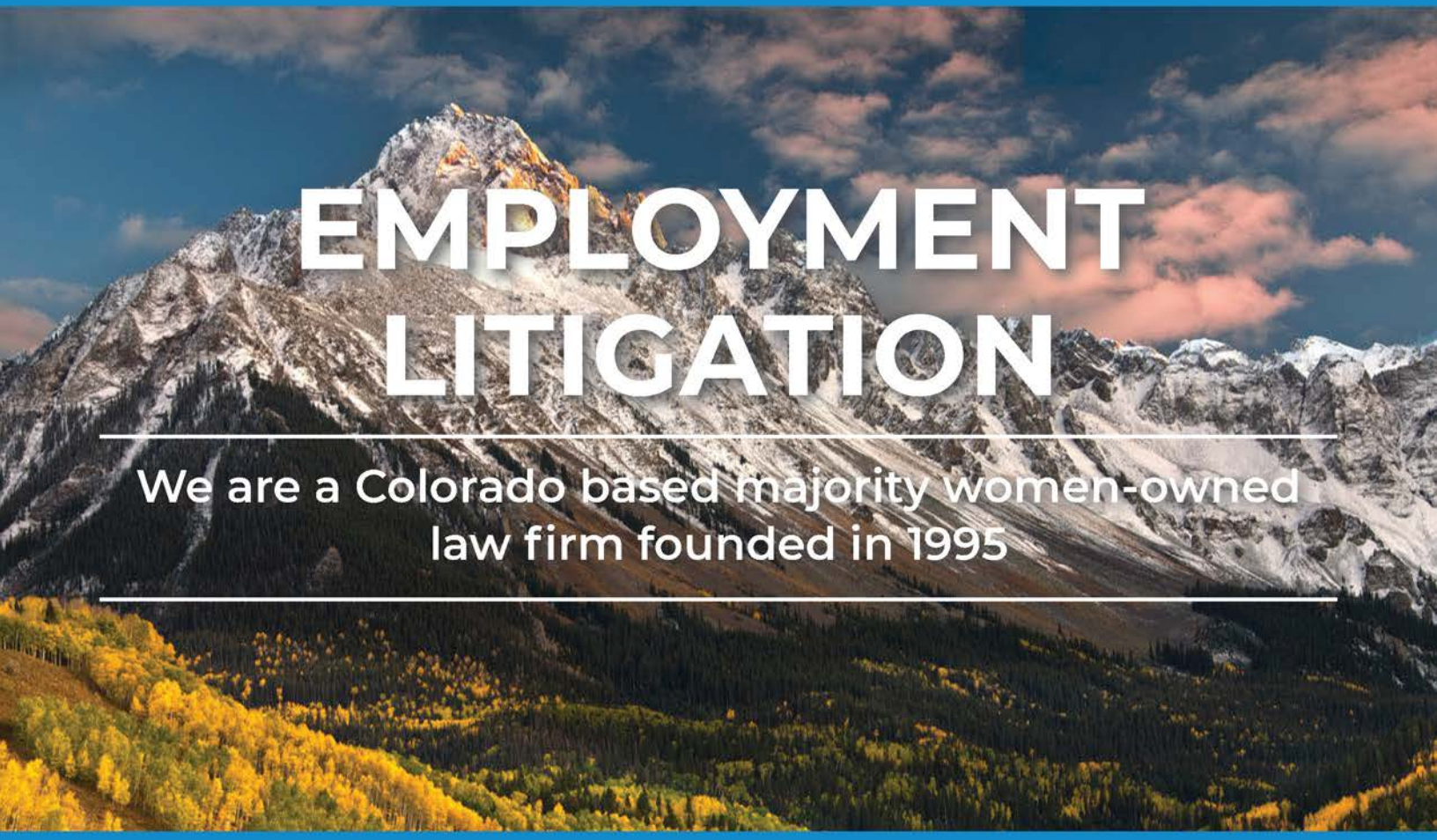
WELLS, ANDERSON & RACE, LLC

ATTORNEYS AT LAW DENVER, COLORADO



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.

303-830-1212

Wells, Anderson & Race, LLC

1700 Broadway, Suite 1020

Denver, CO 80290

For more information visit: www.warllc.com

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

WILSON TURNER KOSMO
LLP

LISTED IN U.S. NEWS & WORLD REPORT'S **BEST LAW FIRMS** FOR 2020

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 31 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 COMMITTMENT

WTK is one of the largest women-owned law firms in California. Founded in 1991, the firm has 41 attorneys handling the litigation needs of clients on a local, statewide and regional level. Of the 41 lawyers in the firm 71% are women and 44% are BIPOC. Across the firm, 74% of our workforce are women and 44% are BIPOC.

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
- Sempra Energy
- Shell Oil
- Target
- UnitedHealth Group
- UPS
- U.S. Bank

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MEET THE TEAM LEADERS

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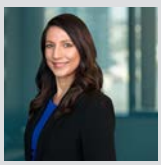
ROBIN A. WOFFORD

LOIS M. KOSCH

MERYL C. MANEKER


MARISSA L. LYFTOGT

EMILY J. FOX

CAROLINA BRAVO-KARIMI

KATHERINE M. MCCRAY

WRIGHT, FINLAY & ZAK, LLP

EXPERIENCE. SERVICE. RESULTS.

WRIGHT FINLAY & ZAK LLP
ATTORNEYS AT LAW

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).

certified WBENC WOMEN'S BUSINESS ENTERPRISE

NAMWOLF LAW FIRM MEMBER

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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**.

Younossi Law

Corporate Immigration Law Firm

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

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