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ERISA AND
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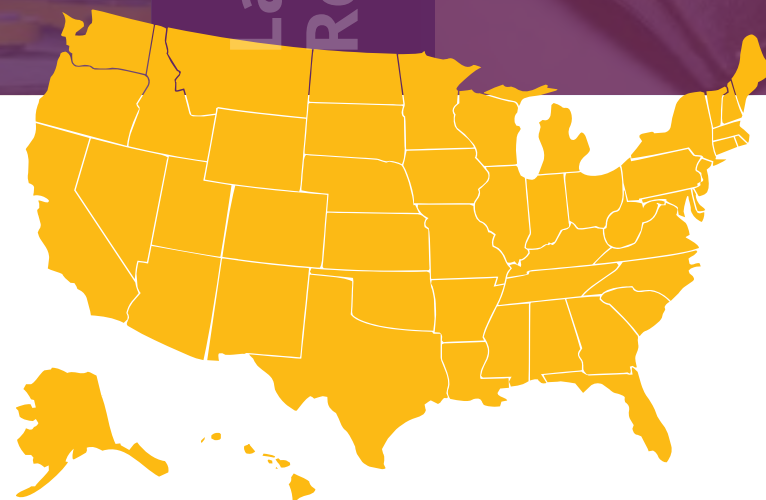
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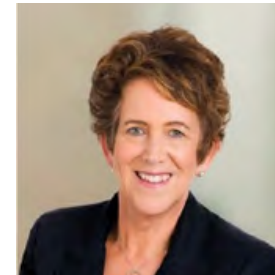
ABOUT THE L&E PAC

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 all facets of labor and employment matters. This expertise includes and is not limited to litigation of discrimination, harassment, and retaliation claims; wage and hour claims; ERISA and benefits claims, and FMLA and other leave of absence claims; defense of collective and class actions; trade secret litigation; affirmative action and OFCCP; Sarbanes-Oxley; OSHA compliance; union negotiations and arbitrations; training, counseling, handbooks, and other human resources assistance; 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

The National Association of Minority & Women Owned Law Firms (NAMWOLF), founded in 2001, is a 501(c)(6) nonprofit trade association comprised of minority and women owned law firms and other interested parties throughout the United States. Many corporations and public entities interested in diversifying their outside law firm ranks focus almost exclusively on the utilization of minority and female attorneys at majority firms. Yet the available data strongly suggests that these efforts have not resulted in greater diversity in the legal profession. It is NAMWOLF's view that the most effective way for corporations to increase diversity in the legal profession is to increase their retention of minority and women owned law firms.

COMMITTEE CHAIRS



Laurie Sherwood

Walsworth WFBM, LLP

wfbm.com

lsherwood@wfbm.com

415-781-7072



Lisa Lawson

Lawson + Lawson LLP

lawson2.com

lisalawson@lawson2.com

415-484-4342



Lovita Tandy

Lawrence & Bundy

lawrencebundy.com

lovita.tandy@lawrencebundy.com

404-400-3337



Michelle D. Craig

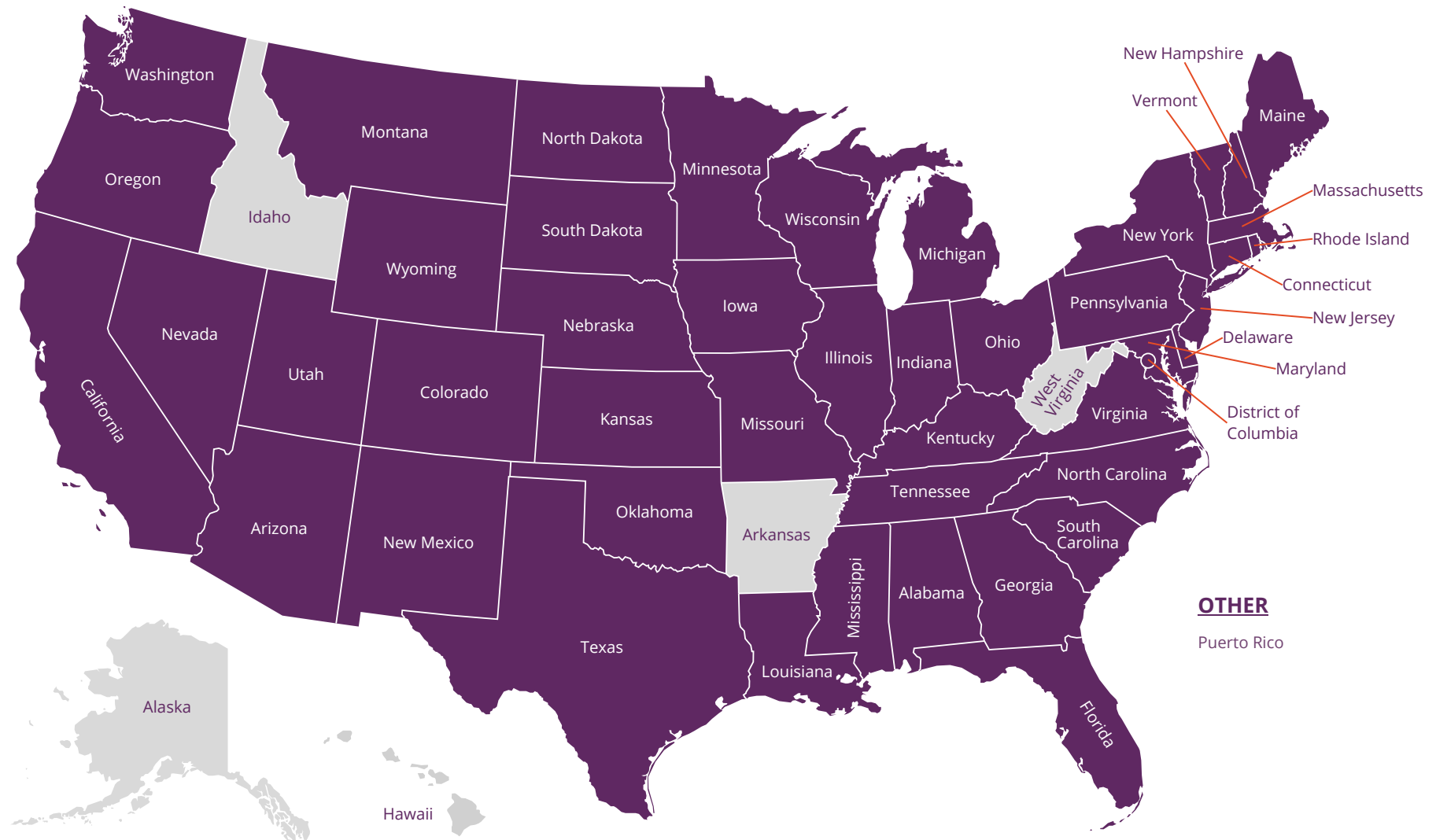
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mcraig@tlg.law

504-459-4557

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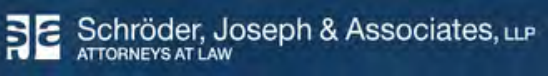

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	<ul style="list-style-type: none"> » Arizona » Florida » New Jersey » New York » Ohio » Pennsylvania 	<ul style="list-style-type: none"> » Arizona » DC » Florida » Kentucky » New Jersey » New York » Ohio » Pennsylvania » South Carolina 	<ul style="list-style-type: none"> » Affirmative Action and OFCCP Compliance » Class Action » Employment Law and Litigation » Whistleblower/False Claims Act/Sarbanes-Oxley » Workplace Safety and Health
	<ul style="list-style-type: none"> » Illinois » Indiana » Iowa » Wisconsin 	<ul style="list-style-type: none"> » Illinois » Indiana » Iowa » Nebraska » New York » Pennsylvania » Puerto Rico » Texas » Wisconsin 	<ul style="list-style-type: none"> » Employee Benefits » Employment Law and Litigation » ERISA and Benefit Plan Litigation » Labor Relations » Wage and Hour
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	» New Jersey » New York	» Arizona » California » Georgia » Illinois » Massachusetts » New Jersey » New York » Pennsylvania	» Affirmative Action and OFCCP Compliance » Class Action » Employment Law and Litigation » ERISA and Benefit Plan Litigation » Labor Relations » Wage and Hour » Whistleblower/False Claims Act Sarbanes-Oxley
	» New York	» New York » Pennsylvania	» Class Action » Employment Law and Litigation » Labor Relations » Wage and Hour
	» New Jersey » New York » Pennsylvania	» New Jersey » New York » Pennsylvania	» Class Action » Employment Law and Litigation » Labor Relations » Wage and Hour » Whistleblower/False Claims Act/Sarbanes-Oxley » Workplace Safety and Health





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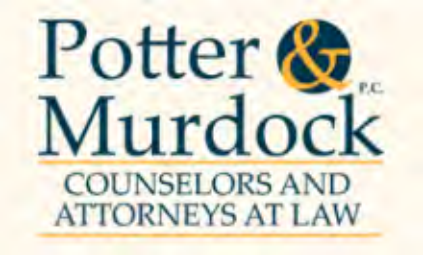
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	» Illinois » Indiana » Iowa » Wisconsin	» Illinois » Indiana » Iowa » Nebraska » New York » Pennsylvania » Puerto Rico » Texas » Wisconsin	» Employee Benefits » Employment Law and Litigation » ERISA and Benefit Plan Litigation » Labor Relations » Wage and Hour
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	» Colorado	» Arizona » Colorado » Florida » Illinois » Kansas » Louisiana » Missouri » Montana » Texas » Utah » Wyoming	» Employment Law and Litigation » ERISA and Benefit Plan Litigation » Labor Relations » Wage and Hour » Whistleblower/False Claims Act/Sarbanes-Oxley
	» Colorado	» Colorado » Wyoming	» Class Action » Employment Benefits » Employment Law and Litigation » Wage and Hour



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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.

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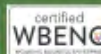
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Alexander Law, P.A. produces efficient and cost effective results in representing our clients whether with a single legal matter or large volume legal matters, regardless of complexity. Our goal is simple-partner with our clients in making the best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



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Our Labor & Employment Law services include:

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- ▶ EMPLOYEE BENEFITS AND EXECUTIVE COMPENSATION
- ▶ EMPLOYMENT AND EMPLOYEE BENEFITS LITIGATION
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- ▶ WORKPLACE INVESTIGATIONS



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Since 1987, the attorneys at Fields & Brown have been committed to providing aggressive legal representation with cost-effective solutions. Fields & Brown is the oldest minority-owned law firm in the State of Missouri. The Firm represents clients in both Kansas and Missouri, utilizing over 125 years of combined legal experience. The Firm has attained a peer reviewed Legal Ability Rating of "AV" Preeminent through the Martindale-Hubbell Law Directory.

LABOR & EMPLOYMENT PRACTICE GROUP

The Labor and Employment Litigation group at Fields & Brown has extensive experience in the defense of claims arising under the Family and Medical Leave Act, Americans with Disabilities Act ("ADA"), Title VI, Title VII (including race, sexual harassment, and age), Title IX and the Individuals with Disabilities Education Act. In addition, the Firm drafts and updates employee handbooks and policies. The Firm also regularly conducts investigations on behalf of employers regarding allegations of discrimination, harassment, retaliation, and other violations of employer policies and procedures.

Attorneys at Fields & Brown represent employers at all levels of the state and federal judicial system. They regularly represent employers before state, federal and local employment agencies. The firm defends clients in a wide variety of employment litigation matters including wrongful terminations. The firm's attorneys practice regularly before courts in Missouri and Kansas.

A significant portion of the firm's employment practice is focused on counseling clients in order to avoid expensive and time-consuming litigation. In that regard, Fields & Brown counsels clients regarding discipline, severance agreements, and non-competition agreements, discharge, reductions in force and internal grievance procedures.

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- Over the past 35 years, Fields & Brown has built a reputation of integrity and credibility with our clients, colleagues, and the judiciary.
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Our employment litigation team understands not only the technical aspects of employment litigation claims, but the practical ones as well. We provide our clients with solutions that make sense in the context of their business.

We invest our time in staying on top of the legislation and trends in this constantly-changing area of law. We keep our clients informed by providing concise articles on the issues that matter to them. [Click here to view our latest articles.](#)

FIRM CONTACT

Nicole Gardner

Partner

nicole@gardnerskelton.com

CHARLOTTE, NC

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Administrative charges are a fixture around our office. We handle nearly 100 such claims each year, including almost all nationwide EEO charges for a Fortune 500 client. Additionally, we handle claims before the federal and state departments of labor.

Independent Investigations

We routinely conduct internal investigations regarding allegations of inappropriate employee behavior. Some sizable investigations include allegations of C-suite level misconduct for Fortune 500 companies, national banks, international manufacturers, local government entities and nonprofits.

Confidentiality Agreements

We regularly draft and enforce confidentiality agreements and help clients shore-up trade secret and intellectual property protections. We counsel clients on how to proactively protect their IP, including drafting and modifying employee and vendor agreements, and internal policies and procedures that are sure to hold up in court. When necessary, we enforce clients' rights to confidential, proprietary and trade secret information through litigation.

Trials & Appeals

In North Carolina, trial experience is hard to come by. Both statistically and practically, almost all claims resolve themselves before either party reaches the courthouse steps. For those few and far between instances, our team is trial-ready. We have decades of experience at both the trial and appellate levels. Much of our appellate experience comes from opposing parties appealing matters in which we prevailed on summary judgment.

HR-Focused Services

We often partner with professionals in Human Resource departments to assist with issues such as contract review; developing policies and procedures; employee counseling and termination; drafting employee handbooks; creating employment and severance agreements; executive recruitment and termination; and FMLA, ADA and employee leave, layoffs, and training.



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Employment Law

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

Corporate Services

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

Real Estate and Commercial Lending

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

Healthcare Law

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

Product Liability Litigation

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

Municipal Liability

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

Bankruptcy and Creditors' Rights

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



Grant Law, LLC
230 West Monroe Street
Suite 240
Chicago, IL 60606
P. 312.551.0111
grantlawllc.com

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Our Employment Law Expertise

LITIGATION AND DISPUTE RESOLUTION:

- ✱ Skilled in discreet, effective dispute resolution and robust defense against employment claims.
- ✱ Proficient in protecting trade secrets and handling complex litigation, including FLSA and EPLI cases.

PROACTIVE BUSINESS COUNSELING:

- ✱ Customized risk management through training and real-time advice.
- ✱ Addressing compliance, best practices, and employee relations across all organizational levels.

EXECUTIVE EMPLOYMENT SOLUTIONS:

- ✱ Navigating high-stakes executive and professional employment issues with strategic acumen.
- ✱ Expert negotiation of severance and exit strategies, aligning legal solutions with business continuity.

Our Expert Team



**Francine Friedman
Griesing**
Managing Member
215.618.3721
fgriesing@griesinglaw.com



Jessica L. Mazzeo
Member and Chief Operating
Officer
215.732.3922
jmazzeo@griesinglaw.com



**Melissa Hazell
Davis**
Member
215.732.3924
mdavis@griesinglaw.com



**Hope A.
Comisky**
Member and General Counsel
267.534.2597
hcomisky@griesinglaw.com



**Jessica
Tarapchak**
Associate
215.501.7848
jtarapchak@griesinglaw.com

Arizona | Florida | New Jersey | New York | Ohio | Pennsylvania
P 215.618.3720 | F 215.814.9049 | griesinglaw.com



hamiltonmillerlaw.com

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Florida Legal Elite
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CLM Members
DRI Members
FDCC Members
LCA Fellows
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OUR PRACTICE

Admiralty & Maritime
Appellate
Commercial Litigation
Construction
Hospitality
Insurance
Insurance Fraud & S.I.U.
Intellectual Property
Legal Malpractice
Medical Malpractice
Negligent Security
Personal and Commercial Auto
Personal Injury Defense
Personal Injury Protection (PIP)
Premises Liability
Product Liability
Professional Liability
Property & Casualty
Transportation
Workers' Compensation

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by the National Minority
Development Council

Rated by One of the
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Companies as in the Top
10 Worldwide

One of the Most Diverse
Law Firms in Southern
Florida

Ranked as One of the 2022
"Best Law Firms" in the
Nation by U.S. News &
World Report and Best
Lawyers®



IMW

IVIE McNEILL WYATT
PURCELL & DIGGS
A Professional Law Corporation

ATMOSPHERE OF INCLUSION

Ivie McNeill Wyatt Purcell & Diggs is the largest Black-owned law firm in California (Certified MBE) and we are proud of our commitment to diversity. Our differing perspectives allow us to think creatively and to better understand our clients' needs.

PRACTICE AREAS

Our attorneys provide a high level of professional legal service to clients in the following practice areas:

IMW ATTORNEYS

- Six (6) attorneys appointed to the Los Angeles Superior Court.
- Five (5) Past-Presidents of the John M. Langston Bar Association of Los Angeles (non-profit association of Black judges, attorneys and law students in Los Angeles).
- Two (2) Past-Presidents of Black Women Lawyers of Los Angeles and California Association of Black Lawyers (CABL).

- Banking and Finance
- Cannabis Law
- Corporate & Commercial
- General Liability/Personal Injury
- Intellectual Property
- Investigations & Counseling
- Labor & Employment
- Public Entity Representation
- Products Liability
- Real Estate
- Regulatory Law
- Sports & Entertainment
- Transportation/Logistics
- White Collar Crime

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Rickey Ivie
Director
rivie@imwlaw.com



W. Keith Wyatt
Director
wwyatt@imwlaw.com



Byron M. Purcell
Director
bpurcell@imwlaw.com



Rodney S. Diggs
Director
rdiggs@imwlaw.com



Marie B. Maurice
Director
mmaurice@imwlaw.com

Offices

Los Angeles
444 S. Flower Street, Suite 1800
Los Angeles, CA 90071

Inland Empire
3200 Guasti Road, Suite 100
Ontario, CA 91761

Bay Area
66 Franklin Street, Suite 300
Oakland, CA 94607

Las Vegas
7455 Arroyo Crossing, Suite 220
Las Vegas, NV 89113

AWARDS AND ACKNOWLEDGMENTS

Over our 79-year history, IMW has earned a reputation of distinction for our legal knowledge and dedication to attentive client service. Our attorneys have been recognized by numerous publications, legal associations and law schools for community service and courtroom success.



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JOHNSON, BLUMBERG & ASSOCIATES, LLC

ATTORNEYS AT LAW

Johnson, Blumberg & Associates, LLC is a minority-owned law firm serving clients for almost 15 years in the Midwestern states of Illinois, Wisconsin, Indiana, Michigan, Minnesota and Iowa. We represent electric utilities, immigration clients, lenders and servicers, note buyers, creditors and other security holders in federal, bankruptcy, and state courts.

Our attorneys advise our clients in utility regulatory issues before commissions and courts; all aspects of immigration practice; residential and commercial foreclosures, bankruptcies, title claims, housing code violations, evictions, closings, collections, replevins, and all genres of commercial transactions and litigation. Our unique and broad footprint in the Midwest is a potent asset to our multi-state clients who can utilize our firm as a single point of contact for the entire region.

AREAS OF PRACTICE:

- Utility regulatory work
- Immigration
- Creditor's rights
- Real Estate Litigation
- Commercial Real Estate and Lending Transactions

ATTORNEY RECOGNITION:

- AV® Preeminent™ Rating by Martindale Hubbell

ACTIVITIES & MEMBERSHIPS:

- American Legal & Financial Network (ALFN)
- American Mortgage Diversity Council Founding Member
- American Immigration Lawyers Association (AILA)
- Legal League 100
- LINK Unlimited Scholars Board of Directors
- Mortgage Bankers Association
- Mortgage Action Alliance
- Steering Committee member
- American Association Of Blacks In Energy (AABE)
- Indiana Mortgage Bankers Association

Representative Clients:

AMEREN
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WELLS FARGO
FANNIE MAE
SELECT PORTFOLIO
SERVICING
QUICKEN LOANS
FREDDIE MAC
BAYVIEW LOAN SERVICING
SHELLPOINT LOAN
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TOTEX MAUFACTURING
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CONTACT: Kenneth J.

Johnson

ken@johnsonblumberg.com

www.johnsonblumberg.com



Exclusively California Employment Law



SMALL FIRM. BIG RESULTS.

The three partners at Kading Briggs draw on their “big firm” experience to bring a personalized and practical approach to each of their clients’ employment law needs. Representing many of the nation’s largest employers, Kading Briggs offers employment advice to navigate the most complex issues and regularly defends employers in single plaintiff, PAGA, and class actions across all California state and federal courts.

WE HAVE THE PEDIGREE & EXPERIENCE.

Each of the partners attended the nation’s top undergraduate and law schools and began their careers at “big firms” Paul Hastings and O’Melveny & Myers. The partners have more than 60 years’ combined experience in employment law, including many trials in state and federal courts. Most recently, Kading Briggs prevailed in one of the few PAGA cases to go to trial with a defense verdict affirmed on appeal.

WE BUILD RELATIONSHIPS OF TRUST.

Kading Briggs does not take any client for granted and understands that each issue, project, or case is an audition for the next. We take pride in our work and great care in building a relationship of trust. For these reasons, we have clients who have placed their trust in us for decades.

WE ARE KADING BRIGGS LLP.

We are a majority-owned female firm with 75% female/diverse attorneys.

Kymerleigh Damron-Hsiao
(949) 450-4471

Theresa Kading
(949) 450-4434



www.kadingbriggs.com





Brian Lerner
Chair,
Labor & Employment
Practice Group

Kim Vaughan Lerner handles employment disputes before the EEOC, in state court, in federal court, and in arbitration. Having litigated employment disputes through the conclusion of bench trials, jury trials, and final arbitral hearings (including having tried one the first transgender discrimination/retaliation claims in Florida (and possibly in the country) in which we obtained a directed verdict for the client), we have the ability to assess a potential claim early and then implement a plan of action to achieve the client's desired results, whether that result should be through settlement or through trial.

PRACTICE AREAS

Discrimination and Harassment • Retaliation • FMLA and Disability • Wage and Hour • Training
Restrictive Covenants • HR Counseling and Advice • Investigations • Handbooks and Contracts

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Employment Law Compliance & Alternative Dispute Resolution

Training & Investigations | Equal Pay Audits & Culture Assessments | Diversity, Equity & Inclusion

ABOUT THE FIRM: KS Branigan Law P.C. was founded in 2006 by Managing Partner Kirsten Scheurer Branigan and focuses on employment law compliance, diversity, equity, and inclusion and alternative dispute resolution services. Our attorneys are seasoned professionals and former litigators with an understanding of complex legal proceedings.

DIVERSITY, EQUITY, & INCLUSION: The Firm offers audit, training, and compliance services for organizations as to their DEI/Affirmative Action programs. The Firm can guide employers on compliance in the wake of *Students for Fair Admissions, Inc. v. President and Fellows of Harvard College*. The Firm offers training aimed at combating bias, discrimination and harassment, and promoting inclusive and respectful workplaces. The Firm also offers a concentration of DEI services designed for law firms and legal employers.

HR ON TRIAL INVESTIGATION TRAINING & TOOLKIT: Our investigation education is a cutting-edge, full-day immersive training workshop that includes key steps to ensure that investigations will withstand scrutiny, as well as the importance of implicit bias awareness, cultural competence, and trauma-informed interviewing techniques. It concludes with an interactive three-act role-play demonstrating possible weaknesses in investigative processes. The Firm also assists with updating and/or developing investigation policies, practices, toolkits, and playbooks to facilitate consistent investigation standards.

INVESTIGATIONS & EXPERT OPINIONS: Our investigation work includes conducting independent investigations in all sectors and at all levels. It includes complex investigations that involve C-Suite executives and employees in legal, compliance, and human resources roles, as well as those in which there is a heightened risk of litigation. Our expert witness services include rendering expert opinion reports and testifying at depositions/trial as to the effectiveness of investigations.

EQUAL PAY AUDIT SERVICES: The Firm conducts comprehensive equal pay audits to identify pay disparities based upon protected class status. With expanding protections in equal pay laws, proactive self-evaluations can remedy problems quickly and limit exposure. As part of the audit process, the Firm provides legal compliance assessments as to equal pay laws as well as the strength of affirmative defenses. The Firm also provides expert opinions as to equal pay litigation matters.

CULTURE & CLIMATE ASSESSMENTS: The Firm conducts culture assessments to help organizations understand and remedy a broad array of culture and inclusivity challenges. Assessments can help address toxic behaviors based upon internal problems as well as external political and social climate factors that can negatively impact the environment. The goal is to achieve harmonious workplaces that enhance productivity and talent retention and avoid disputes.

TRAINING & COACHING: These services include interactive group workshops and one-on-one coaching sessions, including: harassment, discrimination, retaliation; civility, bullying, and bystander intervention; unconscious bias; cultural awareness & problematic colloquialisms; diversity & sensitivity; politics, religion and culture at work; generational differences; employment law compliance; equal pay and wage transparency laws; cannabis in the workplace; reasonable accommodations; diversity, equity, inclusion; neurodiversity; mental health awareness & attorney wellness; mindfulness and well-being; effective communication and leadership styles; social media and electronic communications; performance management; professionalism; coaching and counseling employees; building relationships; and employee engagement.

ALTERNATIVE DISPUTE RESOLUTION: Our attorneys serve as impartial neutrals in arbitrations and mediations to help parties resolve disputes, including through the American Arbitration Association (AAA). They have experience with complex multiparty matters and serve on a variety of AAA Arbitration Panels.

CONTACT: Kirsten Scheurer Branigan (kirsten@ksbraniganlaw.com)

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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 firm and was with the firm for 20 years, while Roxanna was with the firm for more than 12 years. Phyllis and Roxanna formed KM in February 2014 to offer **the quality and experience of a BigLaw firm at reasonable rates**. KM provides **practical business and legal solutions**, and is committed to obtaining positive outcomes for its clients. Phyllis and Roxanna have a **stellar record of winning big cases** for Fortune 100 clients, and have successfully settled many cases for five figures that had demands of up to eight figures.

CAPABILITIES:

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



PHYLLIS KUPFERSTEIN

Managing Partner
pk@kupfersteinmanuel.com

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



ROXANNA A. MANUEL

Partner
rm@kupfersteinmanuel.com

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

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

Representative Clients:

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Lafayette & Kumagai

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

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

Lafayette & Kumagai received the Minority-Owned Law Firm Client Service Award, presented by the California Minority Counsel Program for outstanding client service. The firm was named by clients as an Honor Roll firm in Complex Commercial Litigation and Complex Employment Litigation in *BTI Litigation Outlook 2019: Changes, Trends and Opportunities for Law Firms*. The firm has been listed in "Litigation Kings" and in "Who Represents America's Biggest Companies?" in *Corporate Counsel* magazine's annual report on the law firms most used by the *Fortune* 100.

LABOR & EMPLOYMENT PRACTICE: Lafayette & Kumagai 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 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 ten 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 successful in resolving matters by way of dispositive 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 opinions, and has successfully argued before the United States Supreme Court, *HUD v. Rucker*, 535 U.S. 125 (2002).

LICENSED TO PRACTICE IN: California

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; Albertson's, Inc.; 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.



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Proprietary Partners: Jennifer Branch, Cary Kinkead, Traci Lagasse, and Margaret Bell

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ABOUT THE FIRM: Lagasse Branch Bell + Kinkead LLP is a certified female owned law firm dedicated to providing responsive, quality and result-oriented services to our clients. Whether defending our clients in litigation or offering proactive advice designed to prevent litigation, we partner with our clients to help them achieve their goals. Our mission is simple: to provide comprehensive solutions for the legal needs of companies throughout California.

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

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

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

NAMWOLF
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Super Lawyers



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LAWRENCE & BUNDY

LABOR & EMPLOYMENT



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THOMAS BUNDY



Founded in 2016 by two former BigLaw partners, Lawrence & Bundy's value proposition is clear—leveraging our authentic diversity to combine the sophistication, depth, and rigor of a large law firm with nimble and agile client service. 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.

Our labor and employment attorneys advise on and counsel a wide range of labor and employment issues involving FCRA compliance, federal and state leave, sick pay, disability laws, OSHA, contract disputes, and wage-hour compliance. We also conduct internal investigations and work closely with Human Resource directors and departments of U.S. and multinational companies to effectively navigate the complexities of managing a workforce in today's changing world. We provide practical advice and guidance on complex employment law issues while keeping our clients' business goals firmly in mind.

OUR PRACTICE AREAS

- DEI and Affirmative Action Strategy and Compliance
- DEI Training
- Class Actions
- Compliance Audits
- Discrimination & Harassment Claims
- Employment Law & Litigation
- Internal Investigations
- Labor Relations
- Wage and Hour
- Whistleblower/Sarbanes-Oxley

OUR OFFICES

- 1180 West Peachtree Street NW, Suite 1650
Atlanta, Georgia 30309 | (404) 400-3350
- 1775 Pennsylvania Ave. NW, Suite 650
Washington, D.C. 20006 | (202) 350-5397
- 8115 Maple Lawn Boulevard, Suite 275
Fulton, Maryland 20759 | (240) 500-3595



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Other Firm Practice Areas:

- Construction Law
- Securities Litigation and Enforcement Practice
- Business and Corporate Litigation
- Trade Secrets and Copyright Litigation
- Products Liability
- Government Enforcement Defense
- Corporate Law

Main Office

The Warehouse at Camden Yards
323 W. Camden Street, Suite 700
Baltimore, MD 21201

New York Office

757 Third Avenue, 20th Floor
New York, NY 10022

Labor & Employment

Lawrence Law represents employers in employment matters including advising and litigating over enforcement of non-compete and non-solicit agreements, wage and hour disputes, employment discrimination, wrongful discharge, breach of employment contracts, and whistleblower claims. The labor matters include representing management in disputes over unfair labor practice claims, employee grievances and arbitrations, and disciplinary appeals. Our attorneys have extensive experience litigating employment matters in state and federal courts, as well as before administrative agencies such as the Equal Employment Opportunity Commission.



To learn more about how we can help with your company's labor and employment litigation needs, contact Kate:

Kate Lawrence, Founding Partner

410-837-6995 | kate@lawrencelawllc.com

More About Lawrence Law

Lawrence Law is a boutique business law firm that is focused on solving legal issues for businesses and businesspeople. No matter the case or the circumstances—whether we're representing small family-owned companies or multi-billion dollar commercial enterprises, spearheading high-profile investigations and litigation, or advising clients on business transactions and employment law issues—Lawrence Law is always thorough, resourceful, and strategic.

Meet our team and see more game-changing results > LawrenceLawLLC.com



Disclaimer: Each case is different. Prior success provides no assurance of future success.



Problems. Solved.



Contact: Lisa Lawson, lisalawson@lawson2.com

ABOUT THE FIRM:

Lawson + Lawson LLP is a San Francisco-based women-owned litigation and employment firm with decades of big-firm experience crafting winning solutions to the latest and most complex legal problems. We provide sophisticated, strategic, and efficient legal services to clients who seek the advice and counsel of top-tier lawyers. We represent clients throughout the state of California—from small businesses to Fortune 500 companies—in a broad range of matters, providing strategic advice and targeted litigation advocacy.

In 2015, the firm was named to San Francisco Business Times' list of the Top 100 Women-Owned Businesses in the San Francisco Bay Area (and in the top 50 for the City of San Francisco)—one of only five law firms on the list. The firm's partners previously practiced at leading international law firms, including Quinn Emanuel, Paul Hastings, and Orrick. Our lawyers are rated "AV Preeminent" by Martindale Hubbell and have repeatedly been named Northern California "Super Lawyers."

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

PRACTICE AREAS:

Litigation

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

Employment

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

San Francisco Financial District

One Sansome Street, 35th Floor
San Francisco, CA 94104

Uptown Oakland

1970 Broadway, Suite 1020
Oakland, CA 94612

415.484.4343

www.lawson2.com



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Contacts

Reginald G. Dozier
Ph: 313-961-2550
Email: rdozier@lewismunday.com

Ngozi E. Nwaesei
Ph: 313-961-2550
Email: nnwaesei@lewismunday.com

Attorneys

Karen Kendrick Brown (Shareholder)***
David Jonathan Cross (Of Counsel)**
Reginald G. Dozier (President/CEO)**
Aretha Glover-Bohannon (Partner)*/**
Thomas J. Guyer (Of Counsel) **
Mylika L. Radford (Associate) **
David Baker Lewis (Of Counsel)***
Melvin Lofton (Associate) ***
Hans J. Massaquoi (Shareholder)**
Samuel E. McCargo (Of Counsel)**
Janene McIntyre (Partner)***
Reuben A. Munday (Chairman Emeritus)*
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Sarathi Ray (Of Counsel)**
Leroy C. Richie (Of Counsel)***
T.L. Summerville (Partner) **
Ronda Tate Truvillion (Shareholder)**

* Real Estate

** Litigation

*** Corporate and Public (Municipal) Law

Locations

Detroit, MI (Headquarters)
535 Griswold Street
Suite 2300
Detroit, MI 48226
313.961.2550

New York, NY
200 Park Avenue,
Suite 1700,
New York, NY 10166
646.383.3737

Washington, D.C.
1750 K Street, N.W.
Office 12-33, 12th Floor
Washington, D.C. 20006
202.835.0616

Glastonbury, CT
2389 Main Street
Glastonbury, CT 06033
860.554.0888

www.lewismunday.com

About

Founded in 1972, Lewis & Munday, P.C. is one of the oldest and largest law firms founded by African Americans. Since its inception, Lewis & Munday has been an innovative, dynamic and forward-thinking firm that provides efficient, creative and comprehensive legal services. The attorneys at Lewis & Munday work collectively in an atmosphere that welcomes diversity and celebrates the power of teamwork. The founders' goal was to establish a firm that is a local and national leader in corporate work and public municipal law. Throughout the 45-plus years that Lewis & Munday has existed, the Firm has worked diligently to achieve that goal and has since expanded into other areas of the law, including but not limited to: real estate and litigation. The core concentration of the Firm across all of its practice groups is commercial transactions. The Firm's clientele is national in scope, and the Firm's attorneys have experience in a wide array of legal disciplines.

The Firm has four primary areas of concentration:

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

Practice Areas

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

Diversity

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

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

Mission Statement

Our mission is to:

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

LIM NEXUS LLP

www.LimNexus.com

OUR LABOR & EMPLOYMENT LITIGATION PRACTICE

Our California employment practice team has talented and highly experienced litigators and trial attorneys with a track record of obtaining favorable results. We represent employers and managers in a wide variety of labor and employment litigation including claims for:

- Discrimination: Disability, Race, National Origin, Gender, Religion, Marital Status
- Harassment and Sexual Harassment
- Retaliation and Wrongful Termination
- Wage and Hour: Overtime, Meal and Rest Breaks, Misclassification
- Arbitrations and Mediations

Our clients include Fortune 500 companies, multinational corporations, mid-sized businesses, and governmental entities.

We believe that early and objective case assessments are essential for effectively handling employment cases. We partner with our clients to reach a consensus regarding the appropriate approach and strategy to obtain the best possible outcome.

Our goal is to reduce the exposure to our clients, including the financial risk and expense of defending litigation, and potential branding and public relations implications, by resolving appropriate cases by settlement when reasonably possible. If, however, resolution is not practicable, our employment practice team has the acumen and experience to deliver favorable outcomes by dispositive motions and at jury trials.

LOCATIONS

Los Angeles, CA

707 Wilshire Boulevard, 46th Floor
Los Angeles, CA 90017

San Francisco, CA

50 California Street, Suite 1500
San Francisco, CA 94111

Washington, DC

1050 Connecticut Ave. NW, Suite 500
Washington, DC 20036

Wilmington, DE

1000 N. West Street, Suite 1200
PMB #3010
Wilmington, DE 19801

Cincinnati, OH*

201 East Fifth Street, Suite 1900
Cincinnati, OH 45202

Richmond, VA

919 East Main Street, Suite 1000
Richmond, VA 23219

*Limited to federal law practice related to international trade. No attorney licensed in Ohio.

OUR TEAM



Jane Kespradit
Partner and Practice Group Chair
Jane.Kespradit@LimNexus.com



Arnold Barba
Partner



Bryon Sheldon
Partner



Lisa Yang
Partner



David Yang
Partner



Sara Martinez
Associate



MARRERO & WYDLER

ATTORNEYS AT LAW

AV
RATED



EMPLOYMENT LITIGATION

Discrimination | Retaliation | Harassment | Wage & Hour Issues

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

Investigate and evaluate claims early and accurately

Execute cost effective litigation, trial, and appellate strategies

Affirmed on appeal on multiple employment summary judgment cases



Oscar E.
Marrero



Lourdes
Wydler



NAMWOLF

marrerolegal.com



Main Office:
8701 Red Oak Blvd.
Suite 100
Charlotte, NC 28217



Attorneys Licensed and Practicing in North and South Carolina



South Carolina Office:
109 Caldwell St.
Rock Hill, SC 29730

Office: 704.247.8520
Fax: 704.247.8582
www.martineauking.com

About the Firm: Located in Charlotte, NC, and Rock Hill, SC, Martineau King is a certified Woman and Veteran Owned law firm dedicated to representing employers and businesses on legal matters throughout the Carolinas.

About Elizabeth A. Martineau: USMC veteran, Elizabeth Martineau is a founding member of Martineau King. She served on active duty with the United States Marine Corps from 1992-1999, ending her career as a Captain, Judge Advocate. Elizabeth started her civilian legal career in North Carolina where she worked for one of the larger Charlotte-based defense firms. Elizabeth embodies tenaciousness, an unsurpassed work ethic, and, above all, complete loyalty to her clients. With extensive trial experience before state, federal, and administrative courts, Elizabeth offers clients maturity, precise legal analysis, and - when needed - aggressive representation. You definitely want this Marine in your corner.

Our Attorneys: The attorneys at Martineau King are as much innovators in business as they are skilled and experienced trial lawyers. Our attorneys bring a fresh and timely approach to how a litigation firm works. We want your business to not only survive but to thrive. Martineau King successfully handles all levels of litigation and consultation for businesses with legal issues in North and South Carolina. Additionally, our attorneys, including current Trials PAC co-chair **Natasha Durkee**, continue to be actively involved in NAMWOLF, as we believe it is important to not only promote but also exemplify diversity within the legal field.

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 firm also has extensive trial experience. Within the last year and a half, our firm has been to trial more than six times.

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 businesses of all sizes.

Our Practice Areas:

- Catastrophic injury
- Civil litigation
- Construction litigation
- Creditors' rights
- Defense of government and municipalities
- Employment Law
- General business litigation
- Insurance coverage first party litigation
- Premises liability
- Products liability
- Professional malpractice
- Transportation litigation
- Vehicle accident defense
- Workers compensation
- Wrongful death



NAMWOLF





MILETICH

PC • ATTORNEYS AT LAW



Amy L. Miletich

Amy L. Miletich the founding member of Miletich PC. Her practice is focused on employment law matters, civil litigation, and insurance law.

Ms. Miletich is listed in Best Lawyers in America for Litigation – Labor and Employment. She has been selected as a Colorado Super Lawyer every year in employment defense since 2007 and has also been named one of the Top 50 Women Colorado Super Lawyers. Ms. Miletich is the former President and is the current Chair of the Board of the National Foundation for Judicial Excellence (NFJE). She is a member and formerly served on the board of the Federation of Defense and Corporate Counsel, and is a member of 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 the former Chair of DRI's Employment and Labor Law Committee and is a former National Director of DRI.

Miletich PC is a woman-owned litigation firm located in Denver, Colorado. The firm is listed in U.S. News Best Law Firms and is also a Preeminent AV[®] rated litigation law firm. With extensive experience in employment law and broad knowledge of employment practices and issues, Miletich PC has successfully defended employers against a variety of claims and has provided claims prevention advice concerning management, human resources, and operations.

EXPERIENCE

Companies from diverse industries and public entities look to us for assistance with questions involving all aspects of the employment relationship, from recruiting to separation. We have litigated discrimination and harassment claims based on race, gender, age, religion, national origin, sexual orientation, disability, and other protected status; claims of wrongful termination and retaliation under state and federal law; wage claims under federal and Colorado Law, claims of negligent hiring and supervision; claims brought under the Colorado legal off-duty activities statute; disputes arising out of non-competition or non-solicitation agreements; disputes involving trade secret misappropriation; and an ever-broadening range of common-law claims arising from workplace conduct.

Our attorneys are experienced in representing employers in mediations and investigations by the Equal Employment Opportunity Commission, the Colorado Civil Rights Division, the Occupational Safety and Health Administration, and the Federal and Colorado Departments of Labor, among other state and federal agencies. Our firm is often called upon to counsel employers on personnel policies and claims prevention issues, and has presented training and informational seminars to company management groups and employees. Our attorneys also practice in state courts across the State of Colorado, the United States District Court for the District of Colorado, and the Tenth Circuit Court of Appeals.

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

NAMWOLF



Miletich PC • 717 17th Street • Suite 1510 • Denver, CO 80202 • 303.825.5500 • 303.515.6655 fax • www.miletichpc.com



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EMPLOYMENT | LABOR | IMMIGRATION

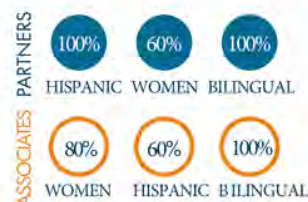
Strategically Representing Businesses in Employment, Labor, and Immigration Matters.

We are proudly 100% minority owned. Diversity and inclusion have been core values of Monty & Ramirez's culture since we founded the Firm over 20 years ago.

The Firm's core services focus on two areas. We represent employers in matters involving employment and labor law and maintain a full-service business immigration practice representing companies and individuals.

Our philosophy is to strategically advance our clients' interests effectively by offering a forward-thinking and outside of the box approach. We are also committed to understanding our clients' specific business, industry and legal concerns. We keep a constant focus on our clients' immediate and long-term goals, and our game plan always includes producing innovative, cost-effective solutions for our clients.

The Firm achieves its successful results based on the extensive experience of the partners. The partners have more than eighty-five (85) years of combined legal experience, and the partners who lead the employment and immigration sections are board certified in their respective area of law.



Labor and Employment

- Litigation Defense Matters
- Arbitration, Mediation and Administrative Proceedings
- Government Investigations
- Internal Investigations and Audits
- Employment Contracts
- Wage and Hour Litigation
- HR 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 Best Practices and Compliance
- Immigration Due Diligence, Compliance, and Review



Put our experience, understanding, and innovative solutions to work for you. At Monty & Ramirez, *We Know What Works.*

Phone: 281.493.5529 | Houston | Dallas | montyramirezlaw.com

Click on the page to visit this law firm's website.



Employment Litigation

Nothing has the potential to derail your operations, tarnish your reputation and tank the goodwill you've built up with your employees, customers, and community faster than a salacious and headline-grabbing employment-related lawsuit.

The MWH Approach

We understand many employment litigation matters are emotionally charged, which may tempt you to do whatever you need to make the situation go away as quickly as possible, even if it's not in your best interests. That's why we immediately get to work investigating the matter. We give you an early case assessment that clearly outlines the strengths and weaknesses of your case. Afterward, we regularly communicate with you to develop a case strategy to achieve the best possible outcome. We listen to your goals and are creative in our approach to meet your needs in the most cost-effective way.

Clients appreciate our "work ahead" method which allows us to deliver work product on time or in advance of court deadlines. In addition, the way we staff our projects ensures you have the best mix of attorneys and staff to address the issue at hand. You will promptly receive the answers you seek and the accountability you deserve from your legal team.

"Having represented hundreds of employers over the years, we have learned that developing a rapport with rank and file employees is critical not only to assessing the strengths and weaknesses of an employer's defense but also in presenting the case at trial."

- Emery Harlan, Equity Partner

continued on reverse side

Midwestern Values and Our Approach to Client Service

The MWH approach to your legal needs is grounded in the Midwestern values of our client service principles:

- Treat others the way that they want to be treated
- Motivate yourself and others to exceed expectations
- Communicate frequently, with honesty and candor
- Deliver on your promises
- Focus on adding value
- Provide an honest day's work for a fair fee

Learn more about MWH,
our professionals,
and our experience at:
mwhlawgroup.com

Diversity of Experience and Perspectives

MWH clients appreciate the diversity of experience and perspectives our Employment Litigation attorneys bring to their matters. Clients count on the experience and proactive approach of MWH attorneys to manage everything from day-to-day employee-related issues to single-plaintiff and class action litigation.

"I partner with my colleagues and staff throughout the firm to ensure we're evaluating the claim from all possible perspectives."

- Julie Bittner, Equity Partner

Our clients also benefit from the diverse perspectives brought by our Employment Litigation team. Equity Partner Julie Bittner says the female perspective she brings to workplace investigations and case handling is especially helpful when handling claims of sex discrimination and sex harassment. When the matter involves claims of race, national origin, age or disability discrimination or harassment, Julie notes, "I partner with my colleagues and staff

throughout the firm to ensure we're evaluating the claim from all possible perspectives."

Employment Litigation Services

To proactively assist you with avoiding liability, we offer training on federal and state employment laws with an emphasis on inclusion and diversity. We also draft and review defensible employment policies and procedures and employee agreements, arbitration clauses, NDAs, noncompetes, executive compensation and other agreements.

In those instances when litigation is unavoidable, we provide you with a robust defense. We are equally versed in single plaintiff and class action litigation. Our litigation experience spans the gamut of employment law including claims under Title VII, the ADA, ADEA, FMLA, FLSA, WARN Act, and related state and local anti-discrimination and wrongful termination laws. Clients regularly rely on MWH to defend them against claims of wage and hour violations, defamation, interference, noncompete, trade secret, fiduciary duty, and whistleblower retaliation.

Areas of Focus

Employment

Employment counseling & risk avoidance

Employment contracts & agreements

Employment handbooks

Employment law & policy training

Employment litigation

- State and federal litigation: discrimination, harassment and retaliation
- Employment class actions
- ERISA
- Fair Labor Standards Act (FLSA)
- Family Medical Leave Act (FMLA)

- National Labor Relations Act (NLRA)

- Negligent Hiring, Training, Supervision and Retention

- OSHA

- Trade secret, noncompete and non-solicitation litigation

- Wage payment collection

- Wage and hour disputes

- WARN laws and reductions in force

- Wrongful discharge

Executive compensation agreements

Workplace investigations



MILWAUKEE

735 N. Water Street, Suite 610
Milwaukee, WI 53202
P: (414) 436-0353

CHICAGO

161 N Clark Street, Suite 1700
Chicago, IL 60601
P: (312) 734-1457

NEW YORK CITY

295 Madison Avenue, 12th Floor
New York, New York 10017
P: (929) 487-6100

WEST DES MOINES

4350 Westown Parkway, Suite 120
West Des Moines, IA 50266
P: (515) 453-8509

INDIANAPOLIS

8206 Rockville Road #321
Indianapolis, IN 46214
P: (317) 939-3540



Labor & Employment Defense

Detroit based, and nationally recognized, Nemeth Bonnette Brouwer is a preeminent employment and labor law firm working exclusively with employers seeking practical guidance when navigating complex workplace laws. And when employment disputes arise and litigation becomes necessary, Nemeth Bonnette Brouwer 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 30 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 Bonnette Brouwer, 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 Bonnette Brouwer 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

AirBoss of America	La-Z-Boy
Aramark	Merrill Lynch
Asplundh Tree Expert, LLC	MotorCity Casino Hotel
AVL North America	OneStream
Best Buy	Rock Family of Companies
Credit Acceptance	Shinola
Dollar Tree	Stellantis (Chrysler)
DXC Technology	T-Mobile
Dynatrace	Walgreen Co.
Eden Foods	Wayne County Airport Authority
Fifth Third Bank	Xerox Corporation

Approved Panel Counsel

AIG Chubb The Hartford Travelers

Contact



Deborah Brouwer, rated AV Preeminent by Martindale-Hubbell and recognized as a Super Lawyer and a Leader in the Law in the field of employment litigation, has over 35 years experience in counseling and defending employers.

Deborah Brouwer, Partner
dbrouwer@nemethlawpc.com
313.567.3577

Nemeth Bonnette Brouwer PC

200 Talon Center Drive, Suite 200 LinkedIn: Nemeth Bonnette Brouwer PC

Detroit, Michigan 48207 Twitter: @NemethLawPC

Tel 313.567.5921 WWW.NEMETHLAWPC.COM



ABOUT NILAN JOHNSON LEWIS

Nilan Johnson Lewis (NJL) is an innovative, independent, women-owned law firm that is a first choice for organizations across the country seeking deep expertise to solve their complex business challenges and disputes. The firm's status as one of the largest women-owned law firms nationwide reflects NJL's longstanding commitment to fostering a diverse and inclusive workplace. We believe we deliver exceptional results precisely because we celebrate and advance the diversity of our team and clients.

AREAS OF PRACTICE

The firm has expertise in five areas of law: business litigation, corporate and transactional services, health care, labor and employment, and product liability/complex torts litigation.

CLIENTS AND INDUSTRIES

The firm is located in downtown Minneapolis, but our reach is national in scope. We represent Fortune 500 and multi-national companies across many industries, including retail, healthcare, technology, finance, insurance, industrial/manufacturing, professional sports, micromobility, logistics, transportation, nonprofits, foundations, and higher education.

DIVERSITY, EQUITY, AND INCLUSION

DEI is a founding core value of NJL. We promote diversity to remove barriers to individual achievement, cultivate each individual professional's talents, and develop and maintain an environment that encourages openness, creativity, and innovative problem-solving. We have robust DEI initiatives tied directly to our firm's strategic plan.

COMMUNITY RECOGNITION

- NJL has been awarded three Hennepin County Bar Association diversity awards since 2004, the most by any law firm in Minnesota.
- NJL is the only legal services provider to win the Minnesota Women Lawyers Leadership Award three times.
- NJL has been ranked among the top 10 law firms—five times in the past seven years—on Law360's list for female attorneys among firms that have 100 or fewer attorneys (Glass Ceiling Report, Best Law Firms for Female Attorneys).

250 Marquette Avenue South, Suite 800
Minneapolis, MN 55401
Phone: 612.305.7500
Fax: 612.305.7501

NILANJOHNSON.COM





**NUKK-FREEMAN
& CERRA, P.C.**
EMPLOYMENT ATTORNEYS

TEAMING WITH
EMPLOYERS TO BUILD
A BETTER WORKPLACE

WHO WE ARE?

Acknowledged as a top employment law firm, NFC provides a progressive, creative and forward-thinking approach to the practice of employment law. At NFC, we are passionate about everything we do.

WHAT WE DO?

With offices in New Jersey, New York and Southern California, we are staffed with highly experienced employment attorneys in the field and a robust support team. We strive to 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
- Restrictive Covenant Practice
- Workplace Investigations
- Business & Legal Advice/Audits
- Policy & Document Preparation
- Labor Management Relations

REPRESENTATIVE CLIENTS.

Brother International
Daiichi Sanyko
GSK

Hershey Company
Horizon BC/BS of NJ
JP Morgan Chase

Kyowa Kirin Pharma
MetLife
Morgan Stanley

Panasonic
T-Mobile
United Airlines

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USA

RATED BY
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Inc. 5000

GET IN TOUCH.

Katherin Nukk-Freeman
knukk@nfclegal.com

Kerrie R. Heslin
kheslin@nfclegal.com

Stacy L. Fode
sfode@nfclegal.com

Robin H. Rome
rrome@nfclegal.com

NEW JERSEY | NEW YORK | CALIFORNIA | NFCLEGAL.COM



A full-service business
law firm practicing
nationwide



We Know Labor & Employment

perezmorris.com

Despite an organization's best efforts, it may still find itself the subject of a discrimination charge, a lawsuit, or a government inquiry or audit. We handle these matters on a national basis, from a small audit inquiry to a complex federal court litigation matter. We understand the nuances of state enforcement agencies and pay close attention to local practice standards to ensure compliance and the best possible chance of a successful outcome. We prepare well-investigated administrative charge responses, including thorough analyses and application of the law not only to dissuade the investigator from issuing an adverse decision but also to demonstrate to the opposing party that we are prepared to defend the claim to full resolution.

Perez Morris is a women-owned business law firm headquartered in Ohio. Our attorneys are employment counsel to organizations across industries including aviation, automotive, food & restaurant, financial services, retail, healthcare, transportation/logistics, manufacturing and higher education. Clients regularly request that we review and draft employee handbooks and employment policies, design and conduct management and employee training, and investigate claims of discrimination, harassment, and retaliation. When needed, we zealously litigate on behalf of our clients.

CONTACT



Sarah Perez
sperez@perez-morris.com

OFFICES

Ohio
Connecticut
Massachusetts
New Jersey
New York
Pennsylvania





Quintairos, Prieto, Wood & Boyer, P.A.

LABOR & EMPLOYMENT

QPWB's Labor & Employment Practice Group is comprised of highly skilled and dedicated attorneys who counsel clients on their employment and business matters, and zealously advocate for their interests before state and federal courts, arbitrators and administrative bodies. We represent a diverse array of clientele, including but not limited to Fortune 500 corporations, multinational corporations, local and national government entities, and not-for-profit corporations, where we collaborate and develop sound strategies to serve our clients' interests and protect their rights. Our clients operate in multiple industries such as Financial Services and Banking, Higher Education, Healthcare, Hospitality, Retail, and Restaurants, Construction, Real Estate Development and Management, Insurance and Reinsurance Brokerage and Information Technology.

QPWB is the largest minority and woman owned national law firm. We can be your one stop DEIB partner!



Legend
■ — QPWB Offices
● — Admissions

QPWB Diversity Snapshot



of our offices are managed by diverse attorneys

400_{approx.}
Attorneys

31
Offices

35+
Areas of Practice

38
Licensed
States & Territories

14
Languages



Reginald J. Clyne
reginald.clyne@qpwbllaw.com



Michelle D. Cofino
michelle.cofino@qpwbllaw.com



Kimare S. Dyer
kimare.dyer@qpwbllaw.com



Anthony L. Schumann
anthony.schumann@qpwbllaw.com



Wendy A. McMillon
wendy.mcmillon@qpwbllaw.com



Amanda G. Alexander
Amanda.Alexander@qpwbllaw.com



Pamela W. Carter
Pamela.Carter@qpwbllaw.com



Ashik R. Jahan
ashik.jahan@qpwbllaw.com

www.QPWBLLAW.com

Atlanta | Chicago | Dallas | Denver | Ft. Lauderdale | Indianapolis | Jackson | Jacksonville | Las Vegas | Lexington | Los Angeles
Louisville | Maryland | Memphis | Miami | Michigan | Nashville | New Jersey | New Orleans | New York
Orlando | Panama City | Pensacola | Reno | Scottsdale | Tallahassee | Tampa | Tulsa
U.S. Virgin Islands | West Palm Beach | White Plains



The Royal Law Firm is 100% woman-owned and women-managed.

AREAS OF PRACTICE

- Labor Relations/Collective Bargaining
- Labor and Employment Law
- Employment Litigation
- Business Litigation and Trial Work
- Business Transactions
- Insurance Defense
- Commercial Real Estate
- Human Resource Law
- Business Formations & Agreements
- Contract Negotiations
- Local Counsel and Outside General Counsel
- Preventive Services, Compliance, and Training

Serving clients throughout New England and New York

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Albany, New York
Hartford, Connecticut
Springfield & Arlington, Massachusetts
Providence, Rhode Island
Bennington, Vermont

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CALIFORNIA EMPLOYMENT DEFENSE TEAM

WHO WE ARE

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



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.

WHO WE REPRESENT

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

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

RESULTS

We achieve great results for our clients 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.

In Los Angeles: Richard S. Amador | 213.955.7212 | amador@sanchez-amador.com
In Oakland: Jamie Rudman | 510.788.8702 | rudman@sanchez-amador.com



Today's employers face a highly complex legal and regulatory environment that can often have a dramatic impact on their business. More than ever before - and regardless of how careful and responsible they may be - employers are facing an increase in individual and collective actions as well as heightened government enforcement. We have decades of experience trying all manner of employment disputes in state and federal court, as well as before all relevant state and federal regulatory agencies and bodies.

EMPLOYMENT LITIGATION

Our seasoned employment attorneys have litigated a wide variety of high-profile and complex individual and class action employment disputes. While we advise clients on all phases of employment litigation, our areas of expertise include:

- All protected forms of discrimination
- Sexual harassment
- Retaliation
- Wage and hour violations
- Wrongful discharge
- Private Attorneys General Act (PAGA)
- California Consumer Privacy Act (CCPA)
- Trade secret misappropriation and nondisclosure agreements
- Negligent hiring and retention
- Whistleblower matters
- Adverse regulatory/government actions
- Internal Investigations
- Unfair competition
- Defamation
- Breach of contract
- Covenants not to compete

Consistent with our client-first ethos, we measure success in accordance with our client's best interests and stated goals. We advise our clients first and foremost with the aim of minimizing the risk of costly employment litigation. But we are always prepared to defend our clients aggressively in litigation and arbitration when other options have been exhausted.

At Sanders Roberts we represent employers of all shapes and sizes - from large multinationals to start-ups and businesses with only a small number of employees. But regardless of size, we treat all our clients with the same dedication and zeal to reach optimal outcomes as defined by our client's stated goals and their best interests under the law.

Our employment attorneys provide legal insights and candid assessments to our clients with the goal of expediting matters and providing cost-effective, efficient and sound representation. We also implement powerful negotiation strategies with an eye toward resolving disputes proactively in accordance with our client's best interests.

Clients turn again and again to our employment litigation practice group because of our stellar reputation and track record of success. Ultimately, what drives us at Sanders Roberts is the difference we can make for our clients and our community. We approach every matter with the knowledge that it has the potential to transform our client's business and change people's lives. In the end, we are dedicated to achieving positive outcomes for our employment clients, no matter how simple or complex the issues they face.



**WE FIGHT FOR THE THINGS THAT MATTER IN THE COURTROOM,
THE BOARDROOM, AND AROUND THE WORLD.**

1055 W. 7TH STREET, SUITE 3200
LOS ANGELES, CA 90017
P. 213.426.5000 | F. 213.234.4561

101 W. BROADWAY, SUITE 1105
SAN DIEGO, CA 92101
P. 619.398.4800

WWW.SANDERSROBERTS.COM



Sapientia Law Group

Sapientia Law Group, a minority-owned and women-owned law firm located in Minneapolis, Minnesota, provides high-quality legal representation and consulting services in a variety of practice areas. Many of Sapientia’s attorneys are former “Big Firm” attorneys who came together to develop an innovative, non-traditional law firm model that distinguishes itself by achieving outstanding results with a diverse legal team while offering alternative fee structures to clients. Sapientia represents all sizes of businesses, from Fortune 100, Fortune 500, and Fortune Global 500 Companies to entrepreneurs, startups, and emerging businesses. Since its founding in 2011, 55% of Sapientia’s annual revenue has been earned under alternative fee structures. Sapientia’s team includes Martindale-Hubbell® AV-rated attorneys, non-profit board directors, former financial services and global manufacturer in-house counsel, two former presidents of the Minnesota State Bar Association, a former Bar Foundation President, recognized Minnesota “Attorneys of the Year,” recipients of the 2018 and 2019 Minnesota Lawyer Diversity & Inclusion Award, one of Minnesota’s top 100 “High Stakes Litigators®”, several SuperLawyers®, and state-wide pro bono and diversity award recipients. In 2015, Sapientia was also recognized in the 12th Annual Edition of “Top 500 Go-To Law Firms” published by Corporate Counsel®. In 2018, Sapientia was honored to receive NAMWOLF’s “MVP Law Firm of the Year” award.

Our Employment Law Experience

On average, SLG’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:

<ul style="list-style-type: none">• Employment Advice• Non-Compete, Non-Solicitation, and Confidentiality Agreements• Executive Employment Agreements• Employment Policies and Handbooks• Separation and Severance Agreements	<ul style="list-style-type: none">• Wage and Hour and Commissions Disputes• Separation and Severance Agreements• Whistleblower Claims• Workplace Investigations• Retaliation• Defamation
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Our Diversity

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

Our Values

SLG 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. SLG’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.



Recipient of the 2019 Minnesota Lawyer Diversity & Inclusion in the Law Award



Employment Counseling and Litigation Practice

Scharf Banks Marmor LLC brings deep experience to labor and employment law matters. We have been a member of NAMWOLF – as a majority women-owned law firm – since our inception in 2012. Headed by founding partner, Sarah Marmor – and ably assisted by attorneys Susan Rider, George Sax, Suzanne Alexander and Abir Ahmed – our Employment counseling and litigation practice provides full-service assistance to companies and executives, including counseling on labor, employment and human resources matters, advice and counsel concerning restrictive covenants and defending single plaintiff and complex employment law litigation.



Sarah R. Marmor

Sarah is an accomplished trial lawyer, employment litigator, and client counselor with three decades of experience successfully representing sophisticated clients on many of their most difficult and sensitive issues, including employment contracts and non-compete and related restrictive covenant matters (a particular strength of the firm), discrimination claims, wage and hour issues, background checks, leave policies and law, diversity initiatives. Sarah defends clients before state and federal agencies and courts, and has tried employment contract, retaliatory discharge, discrimination, and ERISA claims to successful verdicts in both state and federal courts.



Susan H. Rider

Susan is a lawyer and executive leader with extensive expertise in all aspects of employment law. Before joining Scharf Banks Marmor, Susan led the nationwide team of labor and employment lawyers at two publicly traded companies, helping human resources and managers make employment decisions that reduced risk and ensured that the companies were in compliance with applicable labor and employment laws and represented the companies court, arbitral and agency proceedings. Among her many accomplishments was her work with human resources and executive leadership to increase diversity and inclusion in the company's workforce with innovative strategies that drove significant progress while limiting legal risk.



Suzanne Milne Alexander

Suzanne concentrates her practice on complex litigation with an emphasis on business, employment and catastrophic tort litigation. She has been a member of trial teams responsible for cases that have gone to verdict in state and federal courts, including in Illinois, Texas and Louisiana. She has represented Fortune 100 companies in product liability defense, toxic tort defense, environmental disaster claims, defense of securities class actions, defense of patent infringement and other intellectual property claims, defense of inventorship claims as well as trade secrets and breach of contract claims.



Experience You Can Trust

Who We Are

Schmoyer Reinhard LLP is a Texas-based law firm that advises and represents businesses throughout the United States in all areas of labor and employment law including:

- Employment litigation: single-plaintiff, class and collective actions, multi-party actions, governmental actions, and labor arbitrations
- Traditional labor concerns, collective bargaining, and union contract negotiations
- Strategic and complex employment decisions concerning executives to front-line employees
- Customized training and employment policies
- Employment agreements of all types: term, non-disclosure, non-compete, arbitration, at-will, and severance/separation

Rankings & Recognition

Although smaller in comparison, Schmoyer Reinhard LLP has received many of the same accolades awarded to large national law firms, including:

- Band 4 Firm in *Chambers USA 2016 - 2023* Labor & Employment - Texas
- 2023 Tier 1 Metropolitan Best Law Firm by *Best Lawyers®*
- AV Preeminent rating from *Martindale-Hubbell*



Shannon B. Schmoyer

sschmoyer@sr-llp.com
Board Certified in
Labor and Employment Law by the
Texas Board of Legal Specialization

Elected to The College of
Labor and Employment Lawyers

Best Lawyers®
2023 Lawyer of the Year
Employment Law - Management
San Antonio



Christine E. Reinhard

creinhard@sr-llp.com
Board Certified in
Labor and Employment Law by the
Texas Board of Legal Specialization

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Labor Law - Management
San Antonio



8000 IH 10 West, Suite 1600 | San Antonio, TX 78230 | 210.447.8033 | sr-llp.com

SCHOEMAN UPDIKE & KAUFMAN LLP

CONTACTS

Beth L. Kaufman

bkaufman@schoeman.com

LOCATIONS

551 Fifth Avenue
New York, NY 10176
tel 212.661.5030

www.schoeman.com

PRACTICE AREAS:

- Employment and Employee Benefits Litigation Defense
- Employment Counseling
- Commercial and Complex Business Litigation
- Intellectual Property
- Product Liability
- Real Estate Transactions & 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

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, CT, CA and VA, and have appeared in federal and state courts, the US Supreme Court, in arbitrations, and before administrative and regulatory agencies throughout the country.

EMPLOYMENT LITIGATION, COUNSELING & INVESTIGATIONS

We have a full service employment law practice defending and counseling publicly traded and privately held businesses, schools and universities, and executives, officers, directors and trustees on matters involving virtually every aspect of employer-employee relations.

Consistent with the goals of many of our clients, we aim to achieve the best early resolution of employment disputes, conducting confidential, sensitive HR investigations. We offer and use alternative methods to resolve disputes, including voluntary arbitration and mediation. If necessary, our seasoned trial attorneys are ready to try cases.

We defend employers against claims and suits involving:

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

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





Schröder, Joseph & Associates, LLP

ATTORNEYS AT LAW

394 Franklin Street, 2nd Floor
Buffalo, New York 14202

www.sjalegal.com

Telephone (716) 881-4900
Facsimile (716) 881-4909

Schröder, Joseph & Associates, LLP ("SJA") is a woman-owned law firm that primarily handles management-side labor and employment litigation, intellectual property and complex business litigation and advice in these areas of the law. SJA is AV-rated, and has been AV-rated since its inception in 2001. It is federally qualified as a Women's Business Enterprise, and also is a Women-Owned Business Enterprise certified by the Department of Economic Development, Division of Minority and Women Business Development ("DMWBD") of the State of New York. The firm prides itself on delivering superior client service in a cost effective manner. The attorneys at SJA have had extensive trial, mediation, and arbitration experience, and are experienced in all phases of litigation and appeals, including arguing in state and federal appellate courts. Upstate New York Super Lawyers of 2022 recognized Ginger Schroder, Linda Joseph and Heather Giambra as Super Lawyers and Ginger Schroder was also recognized as one of the Top 25 Women Lawyers in Upstate New York. Linda Joseph has also been recognized as one of America's Top 100 High Stakes Litigators and America's Top 100 Civil Defense Litigators and as one of the Top Lawyers of Upstate New York for 2022 by Hudson Valley Magazine.

REPRESENTATIVE CLIENT/INDUSTRIES

Representative Clients - SJA is the only Western New York-based law firm to be employment counsel to several of the top 10 Fortune 500 companies. Among its clients, SJA represents:

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

PRACTICE AREAS

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

ATTORNEYS



Ginger D. Schröder, Esq.
Equity Partner



Heather A. Giambra, Esq.
Partner



Alicia C. Rood, Esq.
Of Counsel



Linda H. Joseph, Esq.
Equity Partner



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



SARA GOLDSMITH SCHWARTZ

Founder And President

schwartz@shpclaw.com



WILLIAM E. HANNUM III

Partner

whannum@shpclaw.com



SARAH H. FAY

Partner

sfay@shpclaw.com



PHILLIPA G. LILIENTHAL

Counsel

plilienthal@shpclaw.com



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

WOMEN
OWNED



COMMITMENT | STRONG ADVOCACY | RESULTS



ATTORNEYS | SMGQLAW.COM

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



CHAD K. LANG

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

305.377.1000 | CLANG@SMGQLAW.COM
201 ALHAMBRA CIRCLE, SUITE 1205
MIAMI, FL 33134

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

FULL SERVICE LAW FIRM | NATIONAL AND INTERNATIONAL PRACTICE



EMPLOYMENT

The lawyers in our Employment Group are an experienced legal team known for being practical, professional, and fair.

We counsel and advocate for both employers and employees. Our experience working on both sides sharpens our instincts for the best possible outcomes. Employment problems raise economic, privacy, and morale issues that are minimized with early evaluation and resolution. We work with our clients to assess risks and benefits and to recommend a strategy tailored to the client's business needs and values.

In order to better serve our clients needing representation outside of Washington, Stokes Lawrence is a member of two prestigious organizations, National Association of Minority and Women Owned Law Firms (NAMWOLF), and, Lawyers Associated Worldwide (LAW).

ADVICE AND COUNSELING

We provide practical, cost-effective guidance. We will help you craft strategies and practices to help your business thrive.

CONTRACTS AND POLICIES

We draft and review contracts, handbooks, and policy documents to maximize your legal rights and minimize litigation risks.

NONCOMPETITION AND NONSOLICITATION AGREEMENTS

When properly drafted and intelligently enforced, noncompete and nonsolicitation agreements are an asset to your organization. We have significant experience writing effective agreements and litigating their enforcement.

LITIGATION, ARBITRATION, AND TRIAL

We are skilled, driven advocates in state and federal court, as well as private arbitration. Our experience includes litigation of collective actions and class-based claims.

INVESTIGATIONS

We conduct independent investigations of workplace complaints for both public and private entities. We work directly with the employer or with outside counsel to provide prompt, thorough, and confidential investigations of employee complaints or suspected misconduct.

LABOR DISPUTES

We help employers manage traditional labor issues, including strikes, injunctions, union organizing and elections, labor contract negotiation and unfair labor practice litigation.

TEAM

Krista Slosburg - Primary Contact
206.892.2188
krista.slosburg@stokeslaw.com

Kelby Fletcher
206.892.2180
kelby.fletcher@stokeslaw.com

Sarah Wixson
509.895.0065
sarah.wixson@stokeslaw.com

Justo Gonzalez
206.892.2158
justo.gonzalez@stokeslaw.com

Brendan Monahan
509.853.3000
brendan.monahan@stokeslaw.com

Mathew Harrington
206.892.2135
mathew.harrington@stokeslaw.com

Amy Alexander
206.892.2161
amy.alexander@stokeslaw.com

Maricarmen Perez-Vargas
206.892.2125
maricarmen.perez-vargas@stokeslaw.com

Sean Worley
509.895.0082
sean.worley@stokeslaw.com

Rachael Wallace
206.812.7472
rachael.wallace@stokeslaw.com

For a full list of our Employment Group attorneys, please visit www.stokeslaw.com/practice-areas/employment.



Every Community Deserves **Better.**



Danielle Wilson
Principal



Ted Edwards
Principal



Dylan Hix
Associate



Jesse H. Rigsby, IV
Associate



The Firm

The Banks Law Firm was founded in Durham, North Carolina in 1994. The Firm now has offices in Houston, Atlanta, Charlotte, and Columbia.

The Firm routinely represents employers litigating and defending claims of harassment, discrimination, retaliation, wrongful discharge, breach of contract, and claims for alleged Constitutional violations before courts and administrative agencies. The Firm also advises employers regarding compliance with various state and federal laws including Title VII of the Civil Rights Act of 1964 ("Title VII"), the Americans with Disabilities Act ("ADA"), the Fair Labor Standards Act ("FLSA"), the Family and Medical Leave Act ("FMLA"), the Occupational Safety and Health Act, and other federal and state laws governing the employment relationship.

The LEL Practice

Single-Plaintiff Employment Litigation (including administrative charge responses)

Representative Matters: Represented franchisee of national fast food chain before the United States Department of Labor in a wage and hour audit; Defended County Sheriff in wrongful discharge and Constitutional claims brought in connection with COVID-19 vaccine mandate; Represented national bank in single plaintiff litigation alleging violations of the of FMLA; Successful conciliation with EEOC of ADA Charge brought by employee suffering from PTSD from military service terminated for violations of an employer's workplace violence prevention policy; Represented police department in lawsuit brought under 42 U.S.C. § 1983 stemming from alleged retaliation and sexual harassment of a female law enforcement officer which resulted in involuntary dismissal.

Advice and Counsel (including policies and training)

Representative Matters: Advised multinational retail corporation company on compliance with state, federal and international data privacy laws in connection with employee and customer monitoring; Revised personnel policies and procedures related to safety, youth employment, and wage and hour compliance for franchisee of a national fast food chain.

Investigations and Employee Surveys/Audits

Representative Matters: Conducted investigation on behalf of Fortune 500 Company into claims by executive alleging systemic and widespread race discrimination in hiring and promotion practices; Conducted Board investigation into alleged sexual harassment of a human resources executive by Chief Executive Officer; Conducted investigation into alleged kickbacks and violations of a local government entity's procurement policy; Conducted investigation into claims of alleged breaches of the attorney-client privilege by in-house attorney in connection with a personnel investigation; Conducted investigation into claims of widespread sexual harassment and race discrimination lodged by a female law enforcement officer.

Representative Clients:

A partial representative list of the Firm's clients include the following:

- Atlantic Coast Pipeline, LLC
- AECOM
- Duke Energy
- Local Government Federal Credit Union
- Civic Federal Credit Union
- M&F Bank
- North Carolina A&T State University
- North Carolina Department of Transportation
- PNC Capital Markets
- Raleigh-Durham Airport Authority
- State of North Carolina
- Woodforest Bank and Provident Resources Group, Inc.
- INLIVIAN
- Durham Housing Authority

Contact Us!

Durham Office (HQ)

Winchester Place
4309 Emperor
Boulevard, Suite 110
Durham, NC 27703
919-474-9137

Houston Office

2929 Allen Parkway,
Suite 200
Houston, TX 77019
832-954-2534

Atlanta Office

1230 Peachtree Street,
NE, Suite 1900
Atlanta, GA 30309
404-689-6551

Charlotte Office

525 North Tryon Street,
Suite 1600
Charlotte, NC 28202
704-247-5583

Columbia Office

1201 Main Street
Suite 1980
Columbia, SC 29201
803-748-1320



Building Success

bankslawfirm.com

The Employment Law Solution

As a specialty boutique, ELS offers employment law expertise and exceptional service tailored to each client's unique culture, business drivers, and risk tolerance. We empower our clients to achieve business goals while mitigating risk by leveraging our collective experience. Our attorneys include former in-house counsel, former AmLaw 100 attorneys, and people-managers. The ELS service model is centered around proactive communication and engagement with our clients, building the trust and confidence that results in successful long-term relationships.

Employment Law Practice Areas and Services:

- Single And Multi-Plaintiff Litigation, Arbitration and Mediation
- Responding To Administrative Charges
- Independent Workplace Investigations
- Advice And Counsel



Jamala S. McFadden, Managing Partner

Jamala has practiced employment law for more than 20 years. Her practice focuses on all aspects of employment law, including advice and counseling, workplace investigations, and representation in litigation and agency matters. Before founding ELS, Jamala was a member of Eversheds' litigation team. She has served as go-to outside employment counsel for more than 100 small-to-midsize to Fortune 500 organizations in varied industries. Jamala is well respected and connected in the Georgia legal community, consistently rated as a SuperLawyer, having served as the Supreme Court's appointee to the Judicial Qualifications Commission and Sexual Harassment Taskforce, in addition to serving as president of a local bar organization. Jamala is a graduate of the University of Michigan Law School where she served as an Executive Editor of the Law Review.

Val Rusk, Partner

Val leverages her past management roles outside the legal field to bring business acumen to each engagement. Having worked as in-house employment counsel and an executive, Val's brings a global perspective necessary to support employers with a multi-national workforce as well as extensive experience in the media and production industry. Val is a graduate of the University of Georgia School of Law.

Halima White, Partner

Halima has 20 years of experience representing and advising employers. She recently first-chaired a federal jury trial on a "reverse" race discrimination matter and obtained a complete defense verdict. She has represented employers in sexual harassment jury trials, numerous labor arbitrations and other hearings. She obtained summary judgment for clients dozens of times and presented oral argument to the Sixth Circuit, which affirmed summary judgment to her client. Halima typically represents clients in wage and hour/overtime pay matters; race, age, disability, or sex discrimination, harassment, or retaliation matters; and non-compete matters. Also a SuperLawyer, Halima honed her employment law experience at a national employment law boutique and while serving as a partner at an AmLaw 100 law firm.

For More Information,

Please visit our website:

www.theemploymentlawsolution.com

800 Mount Vernon Hwy, NE, Suite 410, Atlanta, GA 30328

678-424-1380

info@theemploymentlawsolution.com

ELS Attorneys are licensed to practice in: GA, TN, NY, MI, IL.



Jamala S. McFadden

jmcadden@theemploymentlawsolution.com

678-424-1381



Val Rusk

vrusk@theemploymentlawsolution.com

678-831-5373



Halima H. White

hwhite@theemploymentlawsolution.com

678-503-5464



NAMWOLF





TRANSCENDENT
LAW GROUP

3726 Canal Street, Suite A | New Orleans, LA 70119
504.459.4557 | www.tlg.law

ABOUT THE FIRM

Transcendent Law Group is a DBE Certified woman and minority-owned full-service law firm, providing legal expertise to Fortune 500 companies, non-profits, insurers, privately held businesses, charter schools, and governmental entities in the Gulf South Region. TLG prides itself on client-oriented service and flexible billing arrangements. We strive to obtain the most expedient and favorable results possible, guided by our clients' needs, objectives, and financial considerations. We litigate cases in federal, state, and administrative courts. Although we remain prepared for trial, TLG focuses on reducing litigation costs through early resolution, mediation, and summary judgment. If a matter proceeds to trial, our lawyers are experienced and trained to defend the most complex claims.

Additionally, proactive workforce management consultations are among the many professional services provided by our team. Supervisors, CEOs, and Board Members seek our advice in advance of significant decisions, policy changes, and/or legislative enactments. They rely on our experienced and proven counsel for all of their legal needs. TLG offers exceptional client-oriented service, efficiency, quality, and collaboration between our clients and our attorneys.

TLG attorneys include licensees in Louisiana, Texas, District of Columbia, North Carolina, and the U.S. Virgin Islands.

TLG'S AREAS OF EXPERTISE

HYBRID BUSINESS SERVICES

Labor & Employment Counseling
Internal and White Collar Crime
Investigations
Education
Startup and Tech Companies
Trademarks, Copyrights and Trade
Secrets
Municipality Work and Civil
Service Matters

CORPORATE

Contract Formation and
Negotiation
Business Succession Planning
Business Formation & Entity
Selection
Purchase & Sale Agreements
Collection Matters

LITIGATION & ARBITRATION

General Litigation
Commercial Litigation
Labor & Employment
Litigation
Arbitrations
Trials
Mediations

RECOGNITION & CERTIFICATIONS

2023 AV Preeminent Rating by Martindale-Hubbell
2023 *Super Lawyer*
2013 *Leadership in Law Honoree*
2012 Louisiana Diversity Council's Most Powerful and
Influential Woman of Louisiana

Women's Business Enterprise Counsel (WBEC)
Certified
Minority Business Enterprise (MBE) Certified
Disadvantaged Business Enterprise (DBE) Certified
National Association of Women-Owned Law Firms
(NAMWOLF) Member

ATTORNEYS: Michelle D. Craig • Richard A. Montgomery, II • Kahlida Lloyd • Margaret M. Guidry

CONTACT INFORMATION: Michelle D. Craig, **Managing Attorney**, mcraig@tlg.law

— TRANSCENDING THE TRADITIONAL LAW FIRM —



vablawfirm.com

We represent management
through the life cycles of
employment relationships.



Lydia Bueschel
lbueschel@vablawfirm.com



Sandy L. Morris
smorris@vablawfirm.com



Reena Sikdar
rsikdar@vablawfirm.com



Deborah Seriki
dseriki@vablawfirm.com



Drafting human resources policies,
executive employment agreements, and
non-compete provisions.



Navigating performance and leave issues
and negotiating severance agreements.



Conducting investigations of employee
complaints and conduct.



Assisting employers through administrative
charge proceedings.



Defending employers against claims of
discrimination, retaliation, leave violations,
wage and hour violations, including class
actions, and business torts.



Representing employers in disputes about the
enforceability of noncompetition provisions.

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Main office:

Verdi & Ogletree PLLC
1325 G Street, N.W., Suite 500
Washington D.C. 20005
ph: 202-449-7703

Santa Fe, New Mexico:

150 Washington Ave.
Suite 201
Santa Fe, NM 87501
ph: 505-660-0749
freyes@verdiogletree.com

Verdi & Ogletree PLLC

Partnering with New Mexico Employers to Provide Advice and Representation

Faith Kalman Reyes has more than 30 years of experience representing employers in employment law and litigation and more than 20 years of practice before state and federal agencies and courts in New Mexico.

In her employment law practice, Ms. Reyes provides employers with legal advice and risk management assessments, conducts investigations and employee interviews, and responds to agency audits and charges. She also defends employers in administrative actions and civil litigation. Ms. Reyes represents – in administrative tribunals, trial courts, and on appeal – corporate and business entities, non-profit organizations, and their managers and boards. She has presented seminars and trainings on a range of employment law topics and legal ethics.

Recent Employment Law Seminars and written presentations/publications include:

- Northern New Mexico Human Resources Association (NNMHRA), "State Law Developments Outside of New Mexico," September 2019
- NNMHRA, "Investigations in the #meotoo Era," September 2018
- NNMHRA, "Employment Law Update," September 2017
- NNMHRA, "The National Labor Relations Act and its Application in a Non-Union Environment," November 2016
- NNMHRA, "Banning the Box," September 2016



Selected Bar Admissions

- New Mexico
- District of Columbia
- United States Court of Appeals for the Tenth Circuit
- United States District Court for the District of New Mexico

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Diversity Training

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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.

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Labor & Employment

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

What we do for our clients

We regularly counsel clients on workplace issues and on early resolution strategies when disputes arise. When litigation ensues, we work with our clients to quickly and effectively identify and achieve the best possible result and have successfully litigated numerous cases through dispositive motion practice and jury trials. We have defended employers in cases involving allegations of discrimination, harassment, retaliation, defamation, whistleblowing, and other issues including employee privacy, medical leave, disability accommodations, and wage and hour concerns. Our employment attorneys have also been seconded to Fortune 500 companies. We also regularly:

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

Who we work with

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

Additional Practice Areas

Appeals • Bankruptcy, Reorganization & Creditors Rights • Business & Commercial Litigation • Class Action Defense • Construction • Cyber Security & Data Privacy • eDiscovery • Education • Financial Services & Risk Management • Insurance • Intellectual Property • Internal Investigations • Mediation, Arbitration & Special Master Appointments • Regulatory & Public Policy • Special Education • Trade Secrets & Employee Mobility

NEW JERSEY | NEW YORK | PENNSYLVANIA
walsh.law | 973.757.1100 | info@walsh.law



Tricia E. O'Reilly
Partner



Peter J. Pizzi
Partner



M. Trevor Lyons
Partner



Selina M. Ellis
Partner



Caitlin P. Cascino
Partner



Mariel L. Belanger
Partner



David D. Cramer
Partner



Jordynn Jackson
Associate



Fabian N. Marriott
Associate



Deirdre T. Cooney
Associate



Contact Us:



Laurie E. Sherwood
Partner, Labor & Employment PAC Co-Chair
T: (415) 781-7072
E: lsherwood@wfbm.com



Litigation

Walsworth's labor and employment attorneys provide a broad spectrum of employment litigation services. We represent a wide variety of large and small businesses, public entities, and non-profit corporations. We also act as coordinating and local counsel by assisting our clients and their national counsel in managing all aspects of discovery, trial preparation, and trial in large scale litigation.

Experience, creativity, and collaboration are the keys to our favorable outcomes. We have successfully defended single-plaintiff, multi-plaintiff, and class action claims in state and federal courts, and in private, binding arbitration and mediation. These cases involved allegations of wrongful termination, harassment, discrimination, retaliation, whistleblowing, wage and hour violations, breach of contract, failure to accommodate, failure to engage in the interactive process, failure to prevent discrimination and harassment, violations of the Family Medical Leave Act and the California Family Rights Act, misappropriation of trade secrets, and unfair competition.

We have also successfully represented employers at administrative hearings before the Equal Employment Opportunity Commission, the California Civil Rights Department, the California Division of Labor Standards Enforcement, the Employment Development Department, and the Workers' Compensation Appeals Board in connection with Labor Code section 132a discrimination and retaliation and serious and willful claims. Our team has also represented public entities in arbitrations, Skelly disciplinary hearings, and Pitchess motions.

Advice & Counsel

Today's global and complex workplace presents employers with unique business challenges. From initial hiring and promotions, salary adjustments and terminations, employment laws touch every aspect of human capital.

Walsworth's team works closely with human resources professionals and in-house attorneys to resolve disputes and serves as a resource in navigating the myriad of federal and state laws, and county and municipal ordinances.

Our experienced employment attorneys provide day-to-day counseling to employers on a variety of human resource matters by creating effective workplace policies and procedures, and preventing problems by offering training and on-going updates on the latest legal developments, including, but not limited to:

- Disability Access and Accommodation
- Employee Handbooks
- Executive Compensation
- FMLA/CFRA Leave Management
- Independent Contractor Agreements
- Policy Memoranda (including anti-harassment policies and investigation guidelines)
- Severance Policies and Separation Agreements
- Sexual Harassment Policies and Prevention Training
- Terminations
- Whistleblower Claims
- Workplace Audits and Investigations



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

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COBRA
HIPAA
Non-Qualified Plans
Affordable Care Act
Section 409A
Section 280G
Section 457
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Additional information about
Wang Austin LLC is available at
www.wangaustin.com.



Andy Wang, Co-Founder
andy@wangaustin.com
(312) 833-5300

Stacey Austin, Co-Founder
stacey@wangaustin.com
(312) 833-5298



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EMPLOYMENT LITIGATION

We are a Colorado based majority women-owned
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We represent public and private employers in employment
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San Diego, CA 92101

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Our Employment
Lawyers are recognized
by the bench and
bar to be **AMONG**
CALIFORNIA'S FINEST.



Our Practice

For more than 30 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 40 employment lawyers regularly defend companies against all manner of employment-related claims including discrimination, wrongful termination, harassment, retaliation, trade secret violations, invasion of privacy, and wage and hour claims and class actions 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.

Our lawyers serve clients across the country with their business immigration needs. They advise small, medium and large-sized employers regarding immigration benefits available in the United States to meet their global workforce needs, managing I-9 compliance and audits as well as handling government audits relating to immigration practices.

Committment to Diversity

WTK is one of the largest women-owned law firms in California. Founded in 1991, the firm has 54 attorneys handling the litigation needs of clients on a local, statewide and regional level. Of the lawyers in the firm 70% are women and 50% are BIPOC. Across the firm, 75% of our workforce are women and 50% are BIPOC.

Clients

The Firm's clients range from public entities to Fortune 100 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 | AMN Services | BP Oil | Cardinal Health | CBS | Discount Tire | Exxon Mobil | Home Depot | HP Inc. | Kroger | Petco Animal Supplies | Sedgwick CMS | Sempra Energy | Shell Oil | Target | The UC Regents | UnitedHealth Group | UPS | Vons | Walgreens



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#1 in *Law360's Glass Ceiling Report* for **THE BEST LAW FIRMS FOR FEMALE ATTORNEYS** and #2 for **THE BEST LAW FIRMS FOR FEMALE PARTNERS** in the small firm category (20-49 lawyers)

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Employment Law Practice

Zuber Lawler is one of the most selective law firms in the United States.

Zuber Lawler represents clients throughout the world from offices in Chicago, Denver, Los Angeles, Minneapolis, New York, Phoenix and Silicon Valley. Zuber Lawler focuses on intellectual property; M&A, finance, real estate and other transactions; IPOs; antitrust, data/privacy, FDA, anti-corruption and other regulatory services; product liability; employment; and litigation related to most of these practice areas. In addition to representing Fortune listed companies as well as funds and government entities, Zuber Lawler represents leading companies in emerging industries and technologies, including blockchain, esports/virtual reality, and legalized cannabis. Zuber Lawler's attorneys work in languages covering 90% of the world's population. Zuber Lawler has been ranked #1 in Law360's recent law firm diversity survey 2022 for the second year in a row.

Employment Litigation Experience

Zuber Lawler attorneys offer clients a wealth of trial and appellate experience having successfully defended myriad employment cases in state and federal courts (including jury trials), as well as before administrative and regulatory bodies. Our attorneys also represent clients in arbitrations, mediations, settlement conferences and other alternative dispute resolution processes. We also oversee outside counsel for various corporations on issues relating to employment law.

Employment Consulting

Our lawyers advise and counsel management and human resources professionals regarding the full range of issues arising from the employer/employee relationship. Our knowledge of current employment law legislation and rulings enables us to apprise clients of issues that may affect them and to assist in minimizing litigation risks.

Union Negotiations Experience

We have experience with traditional labor negotiations and in handling grievances and arbitrations, single grievant discipline/discharge arbitrations and precedent setting contract interpretation arbitrations.

Notable Employment Internal Investigations

Due to confidentiality restrictions, we cannot identify specific clients for whom we have conducted internal investigations. Examples of some investigations are those for public agencies (including several universities), financial institutions, government agencies and not-for-profit organizations. Subject matters have included: a wide variety of EEOC claims, hiring, disciplinary and other activities at a public agency with criminal justice responsibilities; creation and impact of public statements on social issues, and others. We have reported to primarily to the Chief Legal Officer or to the highest levels of each organization.

Contact

Eileen M. Letts

Partner

eletts@zuberlawler.com

+1 (312) 346-1100



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