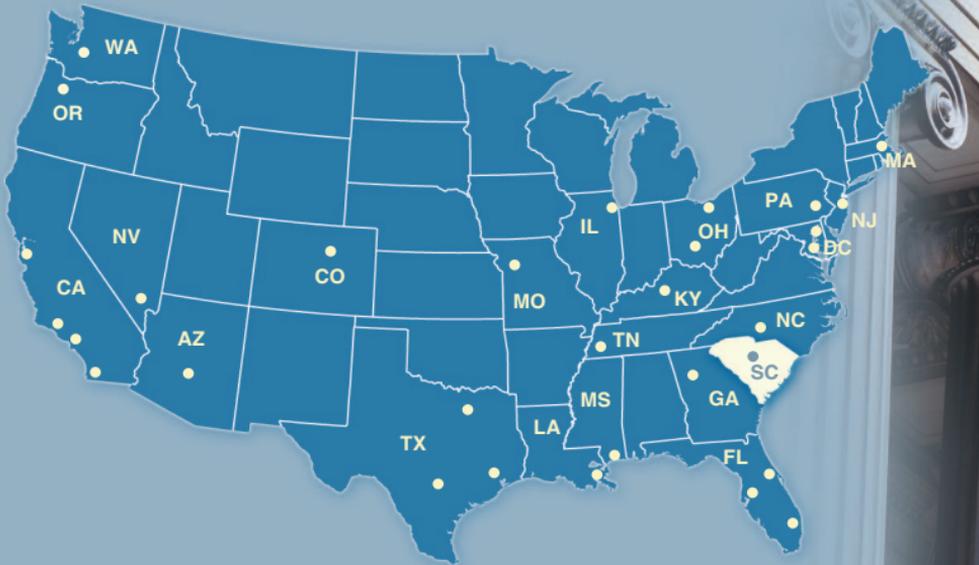


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Some of Our Practice Areas

Fisher & Phillips provides services to employers in all areas of labor and employment law. At Fisher & Phillips, we have been committed to providing value to our clients dating back to the founding of our firm more than 70 years ago. We do only one thing: Represent employers in labor and employment matters. Because our attorneys and offices work closely together and share the same approach in providing efficient, practical solutions to our clients' legal problems, we are able to provide the consistency of a single law firm everywhere we practice.

Litigation of Employment Disputes

We are experienced in handling jury trials, complex class action litigation, employee lawsuits, unfair labor practice charges, and compliance actions by various government agencies, as well as matters before private arbitrators.

Labor Relations

We help non-union clients to remain union free, advise employers that are facing union organizing drives, and represent unionized clients in collective bargaining, arbitration, strikes and lockouts, and unfair labor practice cases.

Wage and Hour Law

We conduct compliance audits, assist employers in determining whether employees are truly exempt from minimum wage and overtime requirements, advise employers on the recordkeeping requirements under the various wage-hour laws, and design piece-rate and commission pay plans, bonus plans, and vacation and sick-leave policies. We defend lawsuits, including collective actions, alleging unpaid overtime or other violations of state or federal wage-hour law.

Global Immigration Services

We have several lawyers and paralegals who practice in the area of Global Immigration Services. Specifically, we assist employers to obtain visas for non-resident employees including professionals, intra-company transferees, research scholars, traders and investors, trainees and agricultural workers. We also advise employers on compliance with federal employment verification requirements, we train supervisors in I-9 compliance, we represent clients in verification audits, and defend immigration discrimination claims. Additionally, we conduct internal audits for our clients to identify and correct potential problem areas before a government audit occurs.

Employee Defection and Trade Secrets

We draft covenants not to compete, non-solicitation, non-disclosure, non-recruitment, and confidentiality agreements, where permitted by law. We help our clients develop strategies designed to prevent employees from misappropriating trade secrets and other proprietary information. We aggressively litigate cases involving trade secrets and restrictive covenants for our clients.

Employee Benefits

We counsel employers on all aspects of employee benefits law. We handle pension and benefits matters arising under the Employee Retirement Income Security Act (ERISA). We also advise employers regarding insurance continuation issues arising under the Consolidated Omnibus Budget Reconciliation Act (COBRA) and regarding the employee privacy aspects of the Health Insurance Portability and Accountability Act (HIPAA).

Employment Discrimination and Harassment

We defend lawsuits in federal and state courts around the country, including class actions and multi-plaintiff cases. We also defend employers against discrimination charges brought before the Equal Employment Opportunity Commission, the Office of Federal Contract Compliance Programs, and similar state agencies. We draft affirmative action plans for employers, assist in review and update of plans, and represent employers in audits and complaint investigations by the OFCCP.

Mergers, Acquisitions, and Downsizing

We advise both buyers and sellers on issues such as severance compensation, multi-employer pension plan withdrawal liability, and health plan and other benefit plan termination issues. We advise on development of criteria for the buyer to use in determining which employees to hire, union bargaining and representational rights, and decision and effects bargaining.

Employee Leaves

We advise employers on employee leave issues arising under the Family and Medical Leave Act (FMLA), including FMLA's various notice, posting, and recordkeeping requirements. We also advise employers on employee leave issues that arise under the Americans with Disabilities Act and issues concerning employees called to military service, that arise under the Veterans Benefits Improvement Act (VBIA) and the Uniformed Services Employment and Reemployment Rights Act (USERRA).

Occupational Safety and Health

Our preventive work includes advice on how to comply with applicable federal and state health and safety laws and regulations, including ergonomics and infectious disease issues. We also represent employers during safety and health inspections and in enforcement actions brought by the Occupational Safety and Health Administration and similar state agencies. Our Workplace Safety and Catastrophe Management Practice Group includes a former head of OSHA.

Some of Our Practice Groups

Fisher & Phillips has several special practice groups that address the unique needs of industry-specific businesses and institutions, as well as assist all of our clients in managing increasingly diverse workforces. The lawyers in each of these groups provide unique perspectives and expertise on industry-specific employment-related matters and take a preventive approach with clients in an effort to avoid employment claims and lawsuits. Our practice groups include:

Affirmative Action and
Federal Contract Compliance
Automotive Manufacturing
Dealership
Education
Employee Benefits
Employee Defection and
Trade Secrets
Global Immigration

Healthcare
Hospitality Industry
International Employment
Retail Industry
Technology
Workplace Safety and
Catastrophe Management

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Fisher & Phillips LLP represents management in the areas of labor, employment, civil rights, employee benefits and immigration law. For more than 70 years, we have developed and maintained a depth and breadth of expertise that is difficult, if not impossible, for most other firms to match. Our range of experience and expertise enables us to bring efficient and practical solutions to today's labor and employment law problems.

We invite you to contact us to learn more about us and our approach toward representing employers in labor and employment matters.

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