



## Employment Law

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### Counsel According To Your Timeline

Employment related disputes can be complicated, stressful and unpredictable. Often, businesses and organizations need immediate access to experienced legal counsel to answer their employment law questions and respond to claims involving complex federal, state and local laws and regulations. Our employment law attorneys provide personalized service and attention, working closely with our clients to quickly and effectively resolve employment law issues.

### Employment Law Counsel

Conroy Simberg advises and represents large corporations, local and regional companies, small businesses, franchises, and other organizations operating across a range of industries. Our employment law team has extensive experience counseling and defending employers in all types of employment law cases, including:

- Employment Discrimination (including age, race, color, sex (gender), disability, national origin, religion, military duty, and sexual orientation)
- Harassment
- Employer Retaliation
- Family and Medical Leave Act (FMLA)
- Americans with Disabilities Act (ADA)
- Wage and Hour Matters
- Wrongful Termination

The employment law team at Conroy Simberg takes a proactive approach to counseling businesses and organizations on employment-related matters. Our attorneys work closely with clients to help them avoid employment and workplace disputes before they arise.

We offer educational seminars and programs to assist our clients in developing necessary workplace handbooks, policies and procedures. Our employment law team also regularly monitors new and emerging employment laws, trends, and regulations to ensure that our clients are fully aware of legal developments that may impact their workplace and operations and/or the paperwork and policies they are implementing within their organization.

### Alternatives to Litigation

A great deal is at stake in employment law cases for both the business owner and the business itself. Our attorneys know that lengthy litigation and court battles not only seriously impact our clients' finances and operations, but they can also harm their reputation within the community. This knowledge drives our attorneys to focus on avoiding litigation by negotiating resolutions and settlements whenever possible. When conflicts cannot be resolved and litigation is necessary, our lawyers are prepared to aggressively represent clients in the courtroom, from day one until the case is resolved through verdict or appeal.

The employment law attorneys at Conroy Simberg are skilled trial attorneys with extensive experience practicing in state and federal courts, as well as before many governmental bodies, including the Equal Employment Opportunity Commission (EEOC) and the Florida Commission on Human Rights. Our lawyers have been widely recognized for their success in achieving timely and favorable outcomes for employers, including serving as part of an employment law defense team that received what is believed to be the largest award of attorney's fees to defense counsel in an employment law case.

The experienced lawyers at Conroy Simberg are focused on providing employers with high quality, comprehensive legal services. When workplace and employment issues arise, our attorneys strive to develop innovative and effective defense strategies that achieve optimal results.