

April Boyer

Chair of Women in the Profession Committee

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OVERVIEW

April Boyer is a partner in the firm's Labor, Employment, and Workplace Safety practice. She focuses her practice on employment law and complex commercial litigation, where she serves as lead trial counsel for companies involved in disputes in state and federal courts, arbitrations, and before administrative agencies. She handles all aspects of litigation including preliminary and permanent injunction hearings, evidentiary hearings, bench trials, arbitrations, and jury trials. As described in more detail in the Achievements section, April has been recognized by her peers for her accomplishments, including being listed in *Best Lawyers in America*® in the areas of Labor Law-Management and Employment Litigation. She also is an AV-rated lawyer—the highest available rating given by Martindale Hubbell for legal ability and professional ethics.

In the area of complex commercial litigation, April helps companies resolve their business disputes with competitors, customers, vendors, and others with whom they conduct business. Much of her experience relates to disputes between competitors, including misappropriation of trade secret claims, breaches of nonsolicitation and nondisclosure provisions contained in business contracts (such as letters of intent, purchase agreements, and joint venture agreements), and tortious interference with contracts and business relationships. She also prosecutes and defends other business dispute claims including breach of contract claims, violations of Florida's Deceptive and Unfair Trade Practices Act, consumer fraud, slander/defamation, and other civil disputes.

In the area of employment law, April defends employers faced with employment law disputes such as wage and hour claims, discrimination, harassment and/or retaliation lawsuits, whistleblower actions, and ERISA fiduciary duty claims. She also has significant experience litigating misappropriation of trade secrets claims and breaches of restrictive covenants (e.g., noncompete, nonsolicit, and nondisclosure agreements). As lead counsel, April has handled a myriad of restrictive covenant/trade secret injunction proceedings. While most of these cases resolve at the injunction phase, she served as lead counsel for the plaintiff/competitor in a jury trial where the plaintiff was awarded compensatory and punitive damages for breach of its restrictive covenants and tortious interference by competitor with those contracts.

In addition to resolving employment disputes when they occur, April counsels her clients on employment issues before they become disputes. In the area of restrictive covenants and trade secrets, she drafts and interprets the enforceability of contracts containing these provisions. April trains and counsels employers on making day-to-day employment decisions to ensure compliance with applicable employment laws and regulations. She also assists

employers in conducting internal audits to ensure legal compliance, represents employers when being audited by state and federal regulatory agencies, and advises companies and their Officers and Directors in company investigations (including ethics concerns and harassment/discrimination claims) and in corporate governance disputes. April also drafts and prepares handbooks and related policies for employers, conducts trainings on those policies, and counsels and trains company personnel on ethics and code of conduct compliance, diversity training, and the Foreign Corrupt Practices Act.

PROFESSIONAL BACKGROUND

Prior to joining the firm, April was in private practice in Pittsburgh, Pennsylvania from 1996 to 2001, with a practice in the areas of employment law, complex commercial litigation, civil rights discrimination, and white-collar criminal law. In 2001, April relocated to Miami, Florida and joined the firm.

April speaks regularly on employment law issues, including providing presentations to the Dade County Bar Association (Bench & Bar Conference), internal and external firm CLE courses, the Greater Miami Chapter of the Society for Human Resources and serving as a faculty member for the Basic Labor and Employment Florida Bar CLE Committee. April also provides interviews for various national and local media outlets, including NBC's The Today Show, the *Miami Herald*, the *Daily Business Review*, public radio, and The Morning Show on WSFL-TV (SFL).

ACHIEVEMENTS

- Recognized by *Chambers USA* for Labor & Employment in Florida, 2024-2026
- Recognized by *The Best Lawyers in America*® as “Lawyer of the Year” for Labor Law - Management in Miami, FL, 2026
- Recognized by the *Best Lawyers in America*® in Miami, FL
  - Labor Law – Management, 2016-2026
  - Litigation – Labor and Employment, 2019-2026
  - Employment Litigation, 2020
- Listed, Diversity Leadership Dream Team, *Citywealth*
- Course Excellence Award, Cohort 35 Florida International University MSHRM Program
- AV® Preeminent- Rated lawyer, Martindale Hubbell
- Top Lawyer, *South Florida Legal Guide*, 2013-2022
- Named to the Florida Super Lawyers list, 2006-2007, 2009-2019
- Legal Elite - Labor & Employment, *Florida Trend* magazine, 2007-2008, 2011, 2014, and 2017
- Virginia S. Mueller Outstanding Member Award, National Association of Women Lawyers, 2013

- Listed, Top 50 Entrepreneur in South Florida, Business Leader, 2012
- Top Up and Comer, *South Florida Legal Guide*, 2010 and 2012
- Honoree, 40 Under 40, *South Florida Business Journal*, 2011
- Finalist, Key Partners Award, Employee Law, *South Florida Business Journal*, 2009
- Honoree, 40 Under 40 Outstanding Lawyers of Miami-Dade County, Cystic Fibrosis Foundation, 2009
- Finalist, Key Partners Award, Legal Labor and Employment Law, *South Florida Business Journal*, 2006
- Finalist, Key Partners Award, Legal Labor and Employment Law, *South Florida Business Journal*, 2006
- Legal Elite - Up and Comer, *Florida Trend* magazine, 2005-2006
- Honoree, Heavy Hitter: Human Resources, *South Florida Business Journal,* 2005

PROFESSIONAL / CIVIC ACTIVITIES

- Board Member of the South Florida Manufacturing Association (SFMA), 2020-present
- Adjunct Professor for Employment Law for the Florida International University, Master of Science in Human Resource Management Program, 2019-present
- National Association for Women Lawyers (NAWL)
  - Board Member, July 2020-present
    - Assistant Secretary, August 2023-present
    - Chair, Strategic Programming Committee, Present
  - Executive Committee Member
  - NAWL Challenge Club, Member 2015-present
  - Member, 2007-present
  - Planning Committee for NAWL Annual Meeting
    - Co-Chair, Program Subcommittee, 2016
    - Co-Chair, Program Book Subcommittee, 2015
    - Committee Member, Sponsorship Subcommittee, 2011, 2012, 2014
    - Co-Chair, Sponsorship Subcommittee, 2013
  - Planning Committee for NAWL Mid-Year Meeting
    - Co-Chair, Mid-Year Planning Meeting, 2018

    - Co-Chair, Sponsorship Subcommittee, 2014
    - Co-Chair, Marketing Subcommittee, 2013
    - Committee Member, Sponsorship Subcommittee, 2011
    - Committee Member, Logistics Subcommittee, 2011
  - Planning Committee for NAWL Regional General Counsel Institute
    - Committee Member, Marketing Subcommittee, 2016
    - Committee Member, Program Subcommittee, 2016
  - Planning Committee for NAWL Austin Program
    - Committee Member, Sponsorship Subcommittee, 2016
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  - Planning Committee for NAWL Miami Night of Giving Charity Event
    - Committee Chair, 2010
    - Committee Member, 2009
- Women's Fund of Miami-Dade
  - Co-Chair “Raise the Bar” Charity Event, 2006-present
  - Committee Member, Development Committee, 2013-present
  - Committee Member, Governance Committee, 2016-present
  - Board of Directors, 2011-2020
  - Co-Chair, Nominations Committee, 2013-2016
  - Co-Chair, *Ad Hoc* Governance Committee, 2015-2016
- Women of Distinction Award Selection Committee, Federal Judge Award Selection Committee, 2019
- Member, Dade County Bar Association's Black History Month Award Selection Committee, 2017
- Litigation Counsel of America
- Member, Labor and Employment Law Section, The Florida Bar Member
- Member, Florida Association for Women Lawyers Miami-Dade Chapter
- President, Florida Tower Condominium Association, 2004-2008

SPEAKING ENGAGEMENTS

- “Employment Law Update” K&L Gates: People Power Hour, 12 February 2026
- “Hot Topics in Human Resources, Employment Law, and Compliance,” Panelist, National Association of Women Lawyers, 24 June 2025
- “Rainmaker Power Moves: The Attorney's Playbook for Building a Book of Business,” Interviewer, Virtual Book Launch, 15 May 2025
- “International Women's Day 2024: A Conversation with Rochelle Weinstein and Ana Veciana-Suarez,” Moderator, K&L Gates Women in the Profession Series, Miami, 21 March 2024
- "What Legal Challenges Will You Be Facing in Managing Your Workforce in 2024?” Moderator, Association of Corporate Counsel, Dallas-Fort Worth, 7 March 2024
- “2024 International Women's Day: Firmwide Fireside Chat with Mattel,” Moderator, K&L Gates Webinar, 6 March 2024
- “Empowering Female Trial Lawyers: Unique Challenges and the Way Forward,” Panelist, Miami-Dade Chapter of the Florida Association for Women Lawyers, 21 February 2024
- “Hot Issues in Employment Law & Compliance,” Panelist, National Association of Women Lawyers Virtual Event, 15 November 2023
- "USMCA: Commercial Sanctions for Violation to Labor Rights,” Panelist, New York State Bar Association International Section 2023 Mexico Global Conference, Mexico City, 13 October 2023
- “Noncompetes and Other Restrictive Covenants,” Speaker, The Seminar Group 12th Annual Labor & Employment Law Conference, Miami, 24 August 2022
- “Diversity & Inclusion in Law Today: Ethical Considerations,” Panelist, The Bench & Bar Conference, Miami, 18 February 2022
- “COVID-19 Legal Update”, Speaker, K&L Gates “Under the Wire” CLE Seminar, 3 February 2022
- “2022 COVID Update: Mandates, Quarantine, Remote Work & More,” Speaker, Human Resource Association of Broward County, 26 January 2022
- “Florida Businesses Required to Report Independent Contractor Hires Effective 1 October 2021,” Speaker, MyLawCLE, 4 October 2021
- “COVID-19 Best Practices for Bar Associations: Contracts and Liabilities,” Speaker, The Chicago Bar Association, 1 October 2021
- “Best Workplace Practices for COVID-19,” Speaker, South Florida Manufactures Association, 20 August 2021
- “Working from Home,” Speaker, The Seminar Group 11th Annual Labor & Employment Law Conference, Miami, 3 August 2021

- “What Employers Should Know about a Pandemic,” Speaker, The Seminar Group 10th Annual Labor & Employment Law Conference, Miami, 4 August 2020
- “WHF/WHF Partner Series Lunch and Learn: Stapler, Post-its, Clorox Wipes, Facemasks: Ready to Go Back to Work During a Pandemic,” Women in Housing & Finance, Inc., 21 July 2020
- “COVID-19 Cross- Border Virtual GC Roundtables,” Speaker, K&L Gates, 12 May 2020 (Manufacturing), 8 May 2020 (Technology), 6 May 2020 (Multi-Sector), 29 April 2020 (Employment, Health & Safety), 28 April 2020 (Employment, Health & Safety), 24 April 2020 (Manufacturing), 23 April 2020 (Manufacturing), 22 April 2020 (Employment, Health & Safety), 15 April 2020 (General), 14 April 2020 (General)
- “Sharing Perspectives on the Next 'Normal,'” Speaker, K&L Gates and Pearson Partners International Webinar, 7 May 2020
- “Women's Litigation Skills Workshop,” Faculty Member, Florida Association of Women Lawyers, Miami, 6-7 February 2020
- “Coronavirus Concerns in the Workplace,” K&L Gates Webinar, 6 February 2020
- “The Final Countdown: What to Do with 100 or Less Days until Trial,” Speaker, K&L Gates Webinar, Miami, 11 December 2019
- “Qui Tam/Whistleblower Issues,” Speaker, South Florida's Premier Labor & Employment Law Conference, Miami, 15 August 2019
- “Employment Issues Facing South Florida Manufacturers in 2019,” Speaker, K&L Gates and South Florida Manufacturers Association Webinar, 6 March 2019
- “Labor & Employment Law,” Panelist, The Bench & Bar Conference Inns of the Court, Miami, 1 March 2019
- “A Women's Place is in the Courtroom,” Panelist, Miami-Dade Florida Association for Women Lawyers, Miami, 20 February 2019
- “Labor & Employment Law Update,” Panelist, The Bench & Bar Conference, Miami, 1 March 2018
- “Employee Handbooks,” Speaker, The Seminar Group 8th Annual Labor & Employment Law Conference, Miami, 15 August 2018
- “Sex Harassment & Discrimination 2018: Is Your Company Prepared?,” National Association of Women Lawyers, 2018 Mid-Year Conference, Miami, March 2018
- “Female Lawyers Can Talk Too: Strategies for Getting into the Courtroom,” Miami-Dade Florida Association for Women Lawyers, Trail Skills Program, Miami, February 2018
- “Labor and Employment: Non-Compete Law,” Panelist, Miami-Dade Florida Association for Women Lawyers, Corporate Counsel Summit, Miami, February 2017
- “Labor and Employment and Workplace Safety: 2016 Year in Review and 2017 Outlook,” K&L Gates Webinar, January 2017

- "Zika Virus Webinar," K&L Gates Webinar, October 2016
- "Seal Your Success: Master Trends in Labor and Employment Law: The Year in Review," Presenter, National Association Women Lawyers 12th Annual General Counsel Institute, New York, November 2016
- "Learning the Ropes: EU and Middle East Employment Law," K&L Gates Webinar, March 2016
- "Linking In: How to Enhance Your Legal Marketing, Trial, and Other Practitioner Skills Through Social Media," Moderator, National Association Women Lawyers 2016 Annual Meeting and Awards Luncheon, New York, July 2016
- "Common Wage & Hour Issues in the Hospitality Industry," K&L Gates Webinar, June 2016
- Employment Law Webinar Series: Managing Discrimination Risks in a Global Context, K&L Gates Webinar, March 2016
- "Current Developments in Labor & Employment," Dade County Bar Association Bench & Bar Conference, February 2013
- "Americans with Disability (ADA) Amendments Act of 2008 & Family Medical Leave Act," The Florida Bar's Basic Labor and Employment CLE, March 2009
- "Employment Law Update: What's New and What's News in 2008," Society for Human Resource Management, September 2008

PRESENTATIONS

April speaks regularly on employment law issues, including providing presentations to the Dade County Bar Association (Bench & Bar Conference), internal and external K&L Gates CLE courses, the Greater Miami Chapter of the Society for Human Resources, and serving as a faculty member for the Basic Labor and Employment Florida Bar CLE Committee. April also provides interviews for various national and local media outlets, including NBC's *The Today Show*, the *Miami Herald*, the *Daily Business Review*, public radio, and *The Morning Show* on WSFL-TV (SFL).

ADDITIONAL BACKGROUND

PUBLISHED DECISIONS

- *Cellco Partnership v. Kimbler*, 68 So. 3d 914 (Fla. 2d DCA 2011)
- *Treco International S.A., et al.*,v. *Kromka, et al.*, 706 F. Supp. 2d 1283 (2010)
- *American Maritime Officers Union v. Merriken,* 981 So.2d 544 (Fla. 4th DCA 2008)
- *Fiore v. White, et al.*, 531 US 225 (2000) (*per curiam*)
- *Fiore v. White, et al.*, 528 US 23 (1999)

EDUCATION

- J.D., University of Pittsburgh School of Law, 1996 *(Order of the Barristers)*
- B.A., Allegheny College, 1993 *(cum laude)*

ADMISSIONS

- Bar of Florida
- Bar of Pennsylvania
- Supreme Court of the United States
- United States Court of Appeals for the Eleventh Circuit
- United States Court of Appeals for the Third Circuit
- United States District Court for the Middle District of Florida
- United States District Court for the Northern District of Florida
- United States District Court for the Southern District of Florida
- United States District Court for the Western District of Pennsylvania

THOUGHT LEADERSHIP *POWERED BY HUB*

- 8 September 2026, Venezuela's Reopening: Investment, Infrastructure, and Technology Opportunities in a Rebuilding Latin America
- 2026, Global Employer Guide
- 21 March 2025, EEOC and DOJ Clarify the Federal Government's Enforcement Priorities as to DEI-Related Workplace Discrimination
- December 2024, Recruiting in Europe 101
- 26 April 2024, US Department of Labor Announces Final Rule Increasing Salary Thresholds for Overtime Exemptions
- 16 August 2023, EEOC Proposes Rules to Implement the Pregnant Workers Fairness Act
- 2 August 2023, When Hot Is Too Hot: Workplace Safety Considerations for Employers as the Temperatures Climb
- 30 June 2023, US Supreme Court Unanimously Adopts Heightened "Undue Hardship" Standard in Title VII Religious Accommodation Analysis

- 30 June 2023, 11th Circuit Creates Circuit Split Holding that an "Adverse Act" Is Needed to Bring an ADA Claim for Failure to Accommodate
- 28 June 2023, New Pregnant Workers Fairness Act Provides Protections for Pregnancy-Related Conditions
- 12 June 2023, May 2023 Accolades
- 17 May 2023, Post-Pandemic Employer Considerations: EEOC Updates COVID-19 Technical Guidance as Public Health Emergency Expires
- 12 May 2023, New Immigration Regulations Impact Florida Employers
- 31 October 2022, Help Wanted: What Employers Need to Know About Pay Transparency Requirements in Job Postings
- 5 August 2022, Here We Go Again: Considerations for Employers in Addressing Monkeypox in the Workplace
- February 2022, Tenth Annual "Under the Wire" CLE Webinar
- January 2022, COVID-19: Practical Guidance Following the Supreme Court's OSHA and CMS Vaccine Mandate Decisions
- 19 November 2021, COVID-19: Florida Curtails Vaccination Mandates for Private Employers
- 12 October 2021, COVID-19: Texas Governor Issues Executive Order Broadening Exemptions to COVID-19 Vaccinations Mandates—Where Do Employers Go From Here?
- 11 October 2021, Incentivizing Vaccination: Federal Agencies Issue Guidance on Use of Health Insurance Discounts and Surcharges and the Impact on Employer Mandate Affordability
- 16 September 2021, Florida Businesses Required to Report Independent Contractor Hires Effective 1 October 2021
- 28 July 2021, COVID-19: Are Masks Back? CDC Reverses, In Part, Guidance for Vaccinated Individuals
- 7 June 2021, SCOTUS Resolves Circuit Split, Limits the Scope of the Computer Fraud and Abuse Act
- 18 May 2021, COVID-19: Returning to a Mask-Free Workforce? Not Quite Yet
- 30 March 2021, COVID-19: Shielding Businesses and Health Care Providers Acting in Good Faith, Florida Passes Protections for Civil Liability Relating to COVID-19
- 16 September 2020, COVID-19: Regulatory Response: Department of Labor Publishes Revised Families First Coronavirus Response Act Regulations to Address Provisions Invalidated by New York District Court
- 22 July 2020, Florida Shortens Statute of Limitations for Certain Employment Discrimination Claims
- 9 June 2020, COVID-19 Safety: Legal Considerations of Return to Work Scenarios
- 2 June 2020, COVID-19: Products and Solutions for Employers Navigating Reopening
- 21 May 2020, COVID-19: PPP Forgiveness: What You Should Know About the Application and Instructions

- 29 April 2020, COVID-19: U.S. Employer Checklist: Re-opening Strategies and Return to Work Policies After COVID-19 Outbreak
- 19 March 2020, COVID-19: Analysis of the COVID-19 Pandemic Congressional Response: Employer Requirements Under the Families First Coronavirus Response Act (FFCRA)
- 6 March 2020, COVID-19: Coronavirus Concerns in the Workplace: What U.S. Employers Need to Know
- 6 March 2019, Employment Issues Facing South Florida Manufacturers in 2019
- 5 December 2018, Legal Tropics: Ensuring Your Holiday Party Doesn't Turn into a New Year's Liability
- 1 June 2018, It's Epic: Supreme Court Approves Class-Action Waivers in Employment Agreements
- 12 October 2017, The Supreme Court Hears Argument to Decide Whether Class-Action Waivers in Employment Arbitration Agreements Are Enforceable
- 26 September 2017, Emerging Trends in Defend Trade Secrets Act Litigation
- 27 January 2017, Arbitration Is Back on the Docket: The Supreme Court to Review the Enforceability of Class Action Waivers in Employment Arbitration Agreements
- 17 October 2016, Predictive Scheduling: An Expanding Trend Impacting the Food Service, Hospitality, and Retail Industries
- 29 September 2016, Several Months Into Having Federal Protection for Trade Secrets: What Are We Learning?
- 28 September 2016, Zika Virus: What Do Employers Need to Know?
- 16 September 2016, Considerations for Hospitality Industry Employers as They Continue to Prepare for New Salary Thresholds Under White-Collar Overtime Exemptions
- 30 March 2016, The Supreme Court Charts a Narrow Course in the Use of Statistical Evidence at Class Certification

OTHER PUBLICATIONS

- "Help Wanted: What Employers Need to Know About Pay Transparency Requirements in Job Postings," *Employee Benefit Plan Review*, January 2023
- "Help Wanted: What Employers Need to Know About Pay Transparency Requirements in Job Postings," *The National Law Review*, 1 November 2022
- "Employers Can Use COVID Models To Address Monkeypox," *Law360*, 2 August 2022
- "Pandemic Pandemonium: Navigating Employment Considerations in the Face of COVID-19," *Benefits Law Journal*, Summer 2020

- Co-author, “Employment Arbitration Agreements Can Contain Class Action Waivers,” *Daily Business Review*, 19 June 2018
- Co-author, “Ruling on overtime exemption for dealership service advisors may have broader consequences,” *Miami Herald*, 11 June 2018
- Co-author, “What About Confidentiality Clauses in Sexual Harassment Settlements,” *South Florida Legal Guide insert for the Miami Herald*, 20 November 2017
- “Hollywood Has Shined a Spotlight on Sexual Harassment: Now What?” *Daily Business Review*, 13 November 2017
- Co-author, “Many Employers Will Need to Raise Salaries to Qualify for Overtime Exemption,” *Daily Business Review*, 21 June 2016
- “Supreme Court Charts Narrow Course for Stats in Class Certification,” *Daily Business Review*, 30 March 2016
- Co-author, “Independent Contractor Classification Under Scrutiny in New DOL Guidance,” *Daily Business Review*, 13 August 2015
- “The new approach to managing a global workforce,” *Miami Herald*, 25 July 2015
- Co-author, "Discrimination Protection Extends to Transgender Employees," *Daily Business Review*, 30 January 2015
- Co-author, “Non-Competes in Employment Contracts,” *Hot Topics in Business Litigation*, 2002
- Co-author, “Responding to Military Leave Requests,” *Bank Employment Law Report*, October 2001

NEWS & EVENTS

- 4 June 2026, K&L Gates Receives Nearly 235 Firm, Individual Rankings in 2026 *Chambers USA* Guide
- 4 March 2026, K&L Gates Celebrates International Women's Day 2026 With Firmwide Speakers and Events
- 21 August 2025, More Than 350 K&L Gates Lawyers Recognized Among 2026 Best Lawyers in America, Ones to Watch
- 31 July 2025, K&L Gates Announces New Practice Leaders Across Global Platform
- 5 June 2025, K&L Gates Receives More Than 240 Firm, Individual Rankings in 2025 *Chambers USA* Guide
- 11 March 2025 , K&L Gates Celebrates International Women's Day 2025 With Speakers, Events Firmwide
- 6 June 2024, K&L Gates Receives More Than 200 Firm, Individual Rankings in 2024 *Chambers USA* Guide
- 5 March 2024, K&L Gates Recognizes International Women's Day 2024
- 16 May 2023, Women in Manufacturing: Navigating 2023 Disruptors

- 13 September 2022, Gender Bias in the Courtroom – Views from the Benches in Washington to Florida and the Trenches In Between
- 18 August 2022, More Than 350 K&L Gates Lawyers Named Among 2023 Best Lawyers in America, Ones to Watch
- 04 October 2021, Florida Businesses Required to Report Independent Contractor Hires Effective 1 October 2021
- 1 October 2021, COVID-19 Best Practices for Bar Associations, hosted by Chicago Bar Association
- 19 August 2021, Nearly 300 K&L Gates Lawyers Named Among 2022 Best Lawyers in America, Ones to Watch
- 16 March and 23 March 2021, What You Need to Know About 2021's Trends and Developments in Labor and Employment Law
- 1 December 2020, K&L Gates Advises The Goldfield Corporation on Merger with First Reserve

OTHER MEDIA MENTIONS

TELEVISION/RADIO/WEBCAST

- Interview, *Pete Biz Radio* on WBRN, 21 June 2017
- Interview, *WSRadio.com*, 2 May 2012
- Interview, *The Morning Show* on WSFL-TV (SFL), 2010
- Interview, “Finding Romance at the Office,” *The Today Show*, 5 July 2007
- Interview, “New Overtime Laws,” *Live 85 - 850 AM*, 23 August 2004

PRINT/ONLINE PUBLICATIONS

- Quoted, "Navigating the perils of reopening the office," *South Florida Business Journal*, 7 July 2020
- Quoted, “Florida Lawyers Face Off Over Bid to Afford 3 Months' Continuance for Parental Leave in Litigation,” *Daily Business Review*, 27 August 2019
- Quoted, “Political talk in workplaces getting heated,” *The Plain Dealer*, August 2016
- Quoted, “How to survive political discussion in the workplace,” *Miami Herald*, August 2016
- Quoted, “Rehiring the Fired: The IRS Does It; Should You?,” *Society For Human Resource Management*, 12 May 2016
- Quoted, “South Florida Is Still Nation's Hottest Spot - For FLSA Suits,” Law360, 8 April 2016
- Quoted, “Same-Sex Marriages to Spur Business for Fla. Lawyers,” *Daily Report*, 7 January 2015

- Quoted, “Right and Wrong Ways to Terminate,” *Society for Human Resource Management*, 12 September 2013
- Quoted, “A snapshot of diversity in the local business community,” *South Florida Business Journal*, 9 November 2012
- Quoted, “Employers may now face baby boomers' discrimination claims,” *South Florida Business Journal*, 2 September 2011
- Quoted, “Key Legal Considerations in Connection with the Movement of Talent from Proprietary Trading Desks to Start-Up or Existing Hedge Fund Managers: The Bank Perspective (Part Two of Three),” *The Hedge Fund Law Report*, 14 January 2011
- Quoted, “How Employers Face the Challenges of Litigation Associated with Dismissals, Restructuring, and Layoffs,” *Employee Terminations Law Bulletin*, November 2010
- Quoted, “Pushing Diversity in the Legal Profession,” Society of Human Resource Management, 23 February 2010
- Quoted, “Blackberrys may be overtime suit waiting to happen,” *Broward Daily Business Review*, 7 May 2008
- Quoted, “Overtime suits may ripen with blackberry; Attorneys predict a new wave of litigation as BlackBerry use booms,” *The National Law Journal*, 28 April 2008
- Quoted, “Hello, I love you. Now, take a memo,” *Virginia-Pilot*, 2 March 2008
- Quoted, “In office, professionalism trumps romance,” *Sun-Sentinel Business*, 14 February 2008
- Quoted, “Accepting the Inevitable,” *Human Resources Executive Online*, 14 February 2008
- Quoted, “With new bill, odds are good for workplace protections for gays,” *South Florida Business Journal*, 17 September 2007
- Quoted, “Employed doctors: KNOW YOUR RIGHTS,” *Medical Economics*, 3 August 2007
- Quoted, “PERSONNEL FILES: Documentation is key,” *Medical Economics*, 20 April 2007
- Quoted, “Harassment: When you're the victim,” *Medical Economics*, 19 January 2007
- Quoted, “TOUGHER STANCE: SOUTH FLORIDA ATTORNEYS SEE INCREASE IN BUSINESS,” *Broward Daily Business Review*, 14 June 2005
- Quoted, “WHEN CUPID'S ARROWS FALL AT WORK,” *Miami Herald*, 9 February 2004
- Quoted, “Defusing the Discontent,” *HR Magazine*, December 2003
- Quoted, “South Florida braces for new overtime law,” *South Florida Business Journal*, 30 June 2003
- Quoted, “Pregnant Pause: What do job interviews and pregnancy have in common?” *ePregnancy*, May 2003
- Quoted, “FMLA: What do you do when leave is elective?”, *HR Briefing*, 1 May 2003

- Quoted, “New Overtime Rules Planned,” *Sun-Sentinel*, 28 March 2003
- Quoted, “Miami Firm Must Pay Back Wages,” *Sun-Sentinel*, 18 March 2003
- Quoted, “ADA: Supreme Court Ruling Gives Employers Third Victory,” *HR Wire*, 17 June 2002
- Quoted, “When Employees Sue Customers…”, *HR Wire*, 8 August 2002
- Quoted, “Encinta y Empleada,“ *Univision.com*, 26 October 2001
- Quoted, “Rules Have Changed for Many Employers After September 11th,” *Miami Herald*, 24 October 2001
- Quoted, “Reevaluate Work Rules, *Miami Herald*, 16 October 2001
- Quoted, “Workplace Security,” *Daily Business Review*, 28 September 2001

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Anti-Bribery and Anti-Corruption
- Appellate Litigation
- Commercial Disputes
- Employment Disputes
- Employment Investigations
- Employment Issues in Business Transactions
- Human Resource Advice and Compliance
- Trade Secrets Litigation
- Wage and Hour
- Workplace Safety

INDUSTRIES

- Consumer Goods and Services
- Healthcare
- Resort, Hospitality, and Leisure

REPRESENTATIVE EXPERIENCE

- Defending Breach of Contract Claim in an AAA Arbitration Hearing (Lead Counsel): Served as lead trial counsel in a week-long American Arbitration Association hearing related to a breach of a memorandum of understanding related to the sale of a business.
- Obtaining Writ of Habeas Corpus through Appeal to the United States Supreme Court: Served as appellate counsel for a criminal defendant in a federal habeas corpus action before the United States Supreme Court, which found that his conviction and continued incarceration violated the Due Process Clause of the Fourteenth Amendment. Served as the primary author of the petition for writ of certiorari as well as one of several authors of the appellant briefs before the United States Supreme Court and the Pennsylvania Supreme Court (on a certified question). Served as second chair for the oral argument before the United States Supreme Court.
- Defending Action to Enjoin Results of Presidential Election for a Non-Profit Medical Specialty Association (Lead Counsel): Served as lead trial counsel for a non-profit medical specialty association that was sued by a physician-member, who sought to enjoin the association from refusing to appoint him as president on the basis that there were election irregularities. After a multiple-day evidentiary hearing, the Court denied plaintiff's motion for preliminary injunction. The action was pending in the United States District Court for the Southern District of Florida.
- Litigating Real Property Damage Lawsuit through Jury Trial (Trial Counsel): Served as trial counsel for plaintiff on a multiple week jury trial arising out of allegations that defendants impermissibly disposed of used cement and 55-gallon drums of waste over the course of many years on the plaintiff's reserve, riverfront property. Compensatory and punitive damages awarded in favor of plaintiff.
- Litigating Section 1983 Excessive Force Lawsuit through Jury Trial (Trial Counsel): Served as trial counsel on a multiple-week jury trial arising out of allegations of police using excessive force during a riot. Claims asserted were for violations of constitutional rights under Section 1983.
- Litigating Negligent Investigation Claim through Jury Trial (Trial Counsel): Served as trial counsel on a six-week jury trial arising out of a partnership dispute related to allegations of negligent investigation of a sexual harassment charge. Jury verdict obtained in favor of client.
- Defending Non-Compete/Trade Secret Case through Extensive Evidentiary Hearings, Four Appeals and Two Appellate Oral Arguments (Lead Counsel): Served as lead trial and appellate counsel for defendants in a litigation between major competitors in the telecommunications industry related to allegations of a breach of a restrictive covenant, misappropriation of trade secrets, tortious interference and violations of the Computer Fraud and Abuse Act. Served as lead trial counsel during a six-day evidentiary hearing that took multiple months to complete. During this time, the trial court vacated an ex parte injunction at defendants' request, denied multiple motions for interim injunctive relief, denied a motion for preliminary injunction, and denied a writ of replevin. Plaintiff filed four appeals related to these decisions; the Second District Court of Appeals consolidated three of the appeals. It held oral argument on the three appeals related to the injunction decisions and one oral argument on the replevin issue (presenting unique issues related to the ability to replevin electronic data). Served as lead counsel on all appeals, including giving both oral arguments. All of

the trial court's decisions were affirmed by the Second District Court of Appeals for the State of Florida. The underlying action was pending in the Circuit Court for Hillsborough County, Florida.

- Defending Section 1983 Claim by Obtaining Summary Judgment (Affirmed on Appeal) and Obtaining Rule 11 Sanctions (Lead Counsel): Served as lead counsel for a mutual fund company in a lawsuit brought by a former employee of the state of Florida and his wife, who initiated the action against various providers of financial instruments to the State of Florida and others. The plaintiff-former employee alleged that his employment was terminated and he subsequently was subjected to a 48-hour involuntary commitment (Baker Act) because he was a whistleblower, and he asserted a Section 1983 claim against the providers of the financial instruments, and the wife asserted a loss of consortium claim. The trial court granted two motions to dismiss and a summary judgment motion in favor of defendant/client. The Eleventh Circuit Court of Appeals affirmed the grant of summary judgment. The trial court also granted defendant/client's Rule 11 motion for sanctions, awarding it fees and costs to be paid from the former employer, his wife and their legal counsel. The underlying action was pending in the United States District Court for the Northern District of Florida.
- Defending Unfair Competition, Business Interference and Trade Secret Claims (Lead Counsel): Served as lead counsel for a pharmaceutical laboratory accused by a direct competitor of misappropriating trade secrets that were allegedly acquired in a due diligence process and of breaching a non-solicitation and non-disclosure agreement. After extensive and contentious litigation, the matter was amicably resolved. The action was pending in the Circuit Court for Broward County, Florida.
- Defending Race and Retaliation Claims by Obtaining Summary Judgment (Lead Counsel): Served as lead counsel for defendant-former employer in a lawsuit brought by a former employee, in which he alleged racial discrimination and unlawful retaliation. Summary judgment obtained in favor of defendant on all counts. The action was pending in the United States District Court for the Middle District of Florida. An appeal to the Eleventh Circuit Court of Appeals was dismissed.
- Prosecuting Misappropriation of Trade Secret Claims, including Obtaining an Ex Parte Restraining Order and Preliminary Injunction Order (Lead Counsel): Served as lead counsel for two international companies that petitioned a federal district court to issue an ex parte restraining order and subsequent preliminary injunction to enjoin their former executive officers from misappropriating their trade secrets. The trial court granted the restraining order and the subsequent preliminary injunction. The action was pending in the United States District Court for the Southern District of Florida.
- Enforcing Non-Compete through Jury Trial (Lead Counsel): Served as lead trial counsel for a former employer that sued its former sales employees for the breach of the restrictive covenants in their employment contracts and that sued the competitor/new employer for tortious interference with employment contracts and customer relationships. At the conclusion of a nine-day jury trial, plaintiff prevailed on its claims and was awarded compensatory and punitive damages and attorneys' fees and cost. The action was pending in the United States District Court for the Southern District of Florida.
- Defending ERISA Retaliation Claim by Obtaining Summary Judgment (Lead Counsel): Served as lead counsel for a large maritime transportation company (the employer) that was sued by its then-current employee for breach of a fiduciary duty under Section 502(a)(2) of ERISA and Section 502(a)(3) of

ERISA. Summary judgment obtained in favor of defendant on all counts. The action was pending in the United States District Court for the Southern District of Florida.