

## EMPLOYMENT LAW

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Lightfoot's experienced employment lawyers focus on proactive advice and business-driven solutions.

As employment litigation has grown across the country, Lightfoot's employment practice tracks the latest developments and trends — and we put that knowledge to use. Our attorneys represent defendants in employment-related suits and disputes before the Equal Employment Opportunity Commission (EEOC) and in state and federal courts.

We handle all types of employment-related matters, including:

- Noncompete claims
- Race, age, disability and gender discrimination claims
- Retaliatory discharge
- Wrongful termination
- Fair Labor Standards Act (FLSA) claims

Lightfoot attorneys advise clients on how to *avoid* employee disputes and litigation, but when these issues do arise, our team helps to resolve them. We have extensive experience conducting internal investigations of employee complaints and disputes, and drafting employment contracts. If litigation occurs, we are comfortable in the courtroom and have represented numerous clients before juries, judges and arbitrators.

Employment disputes are complex — it's about more than just winning or losing. Lightfoot works closely with every client in the early stages of litigation to assess the economic realities of each matter and determine the client's ultimate goals for the case. Those goals dictate our approach from start to finish.

Lightfoot's employment lawyers represent a diverse group of businesses in nearly every industry. Our clients include leading product and textile manufacturers, retail clothing companies, chemical companies, insurance companies, medical practice groups and intercollegiate athletic departments. Whether advising clients on how to avoid employee disputes or assisting clients once a dispute arises, Lightfoot has what it takes to help clients achieve their workplace goals.