



# Employment

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*

## 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](http://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, FSLA, 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 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



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