

## Melissa A. Dearing

Melissa A. Dearing practices in the areas of employment and immigration law in the Jacksonville office and possesses over 9 years of experience. Ms. Dearing practices in all aspects of labor and employment and immigration law, including the handling of discrimination and harassment litigation, wage and hour compliance and litigation, union avoidance, non-compete, non-solicitation and trade secret litigation, and general employee relations advice. Ms. Dearing likewise assists employers in seeking non-immigrant and immigrant status, represents foreign nationals in regards to family immigration matters, and assists employers with I-9 and other immigration compliance issues.

### Representative Experience

- Coffman Coleman Andrews & Grogan, Jacksonville, FL  
Shareholder, 1999-2007

### Presentations and Publications

#### Presentations

- "Employee Investigations In The Public Sector," Speaker, Florida Tax Collectors' Fall 2009 Conference
- "Update On ADA Amendments," Speaker, Florida Public Personnel Association, 2009
- "Hot Topics In Immigration," Speaker, Fowler White Boggs Employment Seminar, 2009
- "Surviving The Enforcement Era: Hot Topics In Immigration," Society for Human Resources Management, April 2009
- "Hot Topics In Immigration," October 30, 2007

#### Publications

- "Parting is Such Sweet Sorrow: Retaining Foreign National Employees,"  
Co-Authored with Eugenia H. Donahoo, *Jacksonville Lawyer Magazine*, 2006

### Professional Affiliations

- American Immigration Lawyers Association
- The Chester Bedell American Inn of Court
- Federal Bar Association
- The Florida Bar
- Jacksonville Bar Association: Co-Chair, Labor & Employment Law Section

### Distinctions

**Florida Rising Star**, *Florida Super Lawyers Magazine*, 2009-2011



### Shareholder

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### Practice Areas

EB-5 Green Cards for Investors  
Employment Law  
ERISA and Employee Benefits  
I-9 Compliance and Enforcement  
Response Plans  
Immigration

### Industries

Hospitality

### Education

J.D., with honors, University of Florida  
Levin College of Law, 1998  
B.A., with honors, University of Florida,  
1995

### Bar Admissions

Florida

### Court Admissions

U.S. Court of Appeals, Eleventh Circuit  
U.S. District Court, Middle District of  
Florida  
U.S. District Court, Northern District of  
Florida  
U.S. District Court, Southern District of  
Florida