



## Employment Law

### Helping With Your Employees

We help you work with your employees -- the key to your business. You will know your business. We take the time to learn your business. Then we help you with your business needs of hiring, personnel management, and firing. If you face employment claims, investigations, and lawsuits, like discrimination, harassment, safety, termination, and wages, we defend you. When it comes to your confidential information, trade secrets, and key employees, we protect your key assets. Basically, we manage any issues with your employees.

### Our Approach is Different

We definitely do things differently. We are available for phone conferences to help you avoid employee issues. We update you on what progress we have made and future steps. We know you do not want billing surprises. So, we will give you estimated legal fees at the beginning. We pride ourselves on E-news updates and client seminars on hot employment topics. We get you the employment news when you can use it.

### Our Results

For over 65 years, we have a proven track record of employment law success. We have successfully advised and defended employers, both large and small, at local, state, and federal courts and agencies and on appeal. We have litigated against some of the largest law firms in the nation, in the non-compete arena, particularly, and won. We have won appeals all the way to the U.S. Supreme Court.

### Our Professionals Treat You Like -- Well, Professionals

We pride ourselves on learning about your business and your business needs. Our team wants to empower you to accomplish your business goals with the right people -- your employees. We understand. We commit ourselves to being your "real world," practical, and prompt, personal professionals. Our team is your team. We pride ourselves on our nationally recognized employment attorneys, who can also deploy cost-effective paralegals and other support staff. Moreover, as a full service firm, we provide needed expertise in related areas, like employee benefits, immigration, workers' compensation, administrative matters, legislation, lobbying, appeals, and international labor law.

### Our Mission and Your Employers

Back to our beginning -- we are driven to help you with your employees. Let us show you how.

### Some Employers We Have Helped

Arthur Daniel Midlands (ADM/Tampa Bulk)  
Association to Advance Collegiate Schools of Business (AACSB)  
Accor North America  
Audio Visual Innovations  
Barnum & Bailey Ringling Bros. (Feld Entertainment)  
Beall's Inc



### Practice Leader

John W. Robinson, IV

### Practice Team

Mark A. Addington  
Cindy Shatkin Avidan  
Steven K. Barber  
David W. Barrett  
Cathy J. Beveridge  
Heather B. Brock  
Ganesh Chatani  
Carl Joseph Coleman  
Melissa A. Dearing  
Michael J. Dewberry  
Scott A. Fisher  
Mark D. Folk  
Heather M. Gwinn  
Eric J. Holshouser  
Kathleen A. Liever  
Jaime A. Maurer  
Jason Moyer  
David C. Potter  
Robert G. Riegel, Jr.  
John W. Robinson, IV  
Richard G. Salazar  
Hala A. Sandridge  
Julie Simone Sneed  
Timothy B. Strong  
Jeffrey P. Watson  
Denise L. Wheeler  
Kevin D. Zwetsch



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Bell Helicopter  
Bern's Steakhouse  
Brink's  
Busch Gardens  
Cemex  
Citicorp  
Columbia Restaurants  
Diagnostic Clinic  
Extendicare  
FedEx Ground Packaging  
Gate Petroleum  
General Dynamics  
Georgia Pacific  
Graybar  
HMA (Health Management Associates)  
Home Shopping Network (HSN)  
Ikon  
John Hancock  
The Limited  
MarineMax  
Mariner Healthcare  
Melitta  
Merchants Association  
Mettler-Toledo  
Modis  
Nationwide Insurance  
Newman Cigars  
New York Yankees  
Nielsen Media Research  
Nissan  
Norsk-Hydro  
Omnicare  
Outback Steakhouse  
Racetrack Petroleum  
Raymond James  
Roto-Rooter  
Scripps Broadcasting  
Sequa Corporation  
7-Eleven  
Shells Seafood Restaurants  
Tampa International Airport  
Taylor Morrison  
Underwriters Laboratories  
Unilever  
Wal-Mart  
Walter Industries  
Waste Management  
Wikipedia