

## AREAS OF PRACTICE

In today's world, legal counseling often extends over more than one traditional law firm practice area. Berry Moorman is a unique mid-size law firm. Our attorneys are organized into three Practice Groups well suited for the clients we serve.

- ◆ Business and Individual
- ◆ Estate Planning and Administration
- ◆ Labor & Employment.

Each of our attorneys brings a multi-disciplinary background and actively participates in regular Practice Group meetings, planning and updates. At Berry Moorman we believe lawyers who develop specialties in several practice areas make the best advisors for the challenges faced by businesses and individuals today.

Within each Practice Group multiple attorneys cover our Practices.

- Asset Protection
- Business and Corporate
- Construction
- Contracts
- Creditors Rights
- Employment (Management)
- Environmental
- Estate and Trust Litigation
- Estate Planning and Administration
- Immigration
- International
- Non-Profit
- Litigation and ADR
- Mergers and Acquisitions
- Real Estate
- Russia Practice
- Succession Planning
- Tax
- Traditional Labor Law

## Employment Group Attorneys

Robert W. Morgan, Detroit  
Thomas M. Sullivan, Detroit  
David M. Foy, Detroit  
Sheryl A. Laughren, Detroit  
Randolph T. Barker, Detroit

The Employment Law Group of Berry Moorman is a full service institution that successful business clients have trusted for over 80 years.

### DETROIT

The Buhl Building  
535 Griswold, Suite 1900  
Detroit MI 48226  
Telephone 313.496.1200  
Facsimile 313.496.1300

### BIRMINGHAM

255 E. Brown Street, Suite 320  
Birmingham MI 48009  
Telephone 248.645.9680  
Facsimile 248.645.1233

### ANN ARBOR

900 Victors Way, Suite 300  
Ann Arbor MI 48108  
Telephone 734.668.4100  
Facsimile 734.668.4101

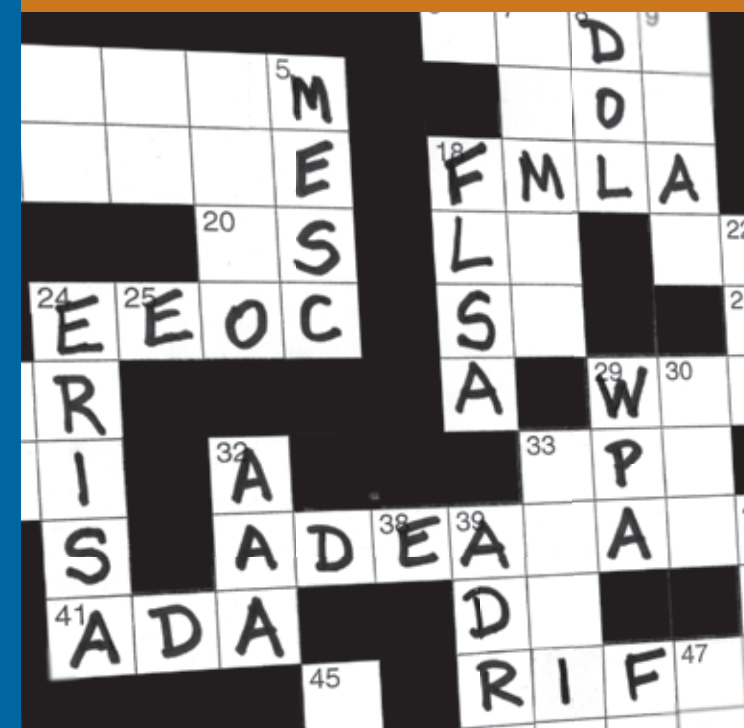
**BERRY ♦ MOORMAN**  
PROFESSIONAL CORPORATION

ATTORNEYS AT LAW  
Est. 1926

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## LABOR AND EMPLOYMENT LAW



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## ABOUT OUR FIRM

Since 1926, Berry Moorman has delivered skilled legal counsel and exceptional service to its clients. The firm represents individuals and businesses in diverse industries and pursuits. The firm's business clients range from small and emerging enterprises to large, publicly held corporations, governmental bodies and educational and charitable organizations. The firm's attorneys are licensed in Michigan and several other jurisdictions, including Florida, New York, Illinois and Ontario. With three offices in metropolitan Detroit and an affiliated office in St. Petersburg, Russia, the firm serves clients in Michigan and throughout the world.

Our professionals are experienced in a wide range of assignments from the most complex to the routine. With depth of legal talent, Berry Moorman tackles any legal matter or challenge affecting businesses. For individuals we offer a variety of business and personal planning advice. We bring innovation, creativity and sound judgment to every problem. Our size permits us to accept substantial and complex projects, but also allows partner level expertise in most matters. ◆

## WHY SELECT BERRY MOORMAN?

Clients choose Berry Moorman because our culture is focused on relationships. We promote long-term client relationships based on competence, trust and mutual interest and respect. We are committed to the success of each client. We deliver the highest quality legal work in an efficient and cost effective manner. We are responsive to emergencies and meet deadlines. We recognize the special needs of each of our clients. Our passion for excellence is the value we add to your business and personal endeavors. ◆

## LABOR AND EMPLOYMENT

Berry Moorman's tradition of counseling employers in this complex and evolving area of law translates to success for our clients. Firm attorneys assess real world business needs and the unique characteristics of market and work environments to deliver workable solutions to employment problems. We work with management personnel to devise strategies, policies and procedures to reduce exposure to employment related liabilities.

Our formula for success is the unrivaled experience and knowledge of the firm's labor and employment attorneys. Our attorneys are skilled in union/management labor relations, human resources counseling and prevention, alternative dispute resolution, employment-related litigation, ERISA, immigration law, the protection of trade secrets and other intellectual property and workers' compensation defense. ◆

## LITIGATION DEFENSE

Our take-charge, no nonsense approach to litigation is well known and time honored. Berry Moorman's attorneys represent employers in state and federal courts and administrative agencies against a full range of employment-related claims such as discrimination, sexual harassment, FMLA, wage/hour issues, FLSA collective actions, wrongful discharge, and whistleblower claims. We have a track record of success in prosecuting claims for breach of non-compete, confidentiality and non-solicitation agreements and theft of trade secrets. ◆

## UNION/MANAGEMENT RELATIONS

Our seasoned attorneys have many years of experience with unfair labor practice charges and other matters before state and federal labor relations agencies. We advise clients in handling

grievances, arbitrations and we deliver hands on practical advice when clients are confronted with collective bargaining. ◆

## RISK ANALYSIS & LITIGATION AVOIDANCE

Our attorneys partner with employers to devise and implement best employment and labor relations practices which minimize the risk of litigation or administrative investigations. We counsel clients on risk avoidance for day to day employment decisions like hiring practices, discipline and termination, work force reductions, benefits eligibility and the drafting of written policies, procedures and agreements. We offer on-site training to employers of all sizes to meet legal obligations, prevent workplace conflicts and minimize the risk of employment litigation. ◆

## EMPLOYMENT AND BUSINESS IMMIGRATION LAW

We routinely assist businesses in the transfer of managers and employees with specialized knowledge or expertise to the United States. We offer a full range of services regarding Canadian immigration and citizenship. We advise and assist in cross border transactions and business related to the North American Free Trade Agreement. We regularly conduct immigration audits to identify and remedy immigration violations, minimize potential liability, and train staff to prevent future immigration-related problems. ◆