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EMPLOYMENT

Larson · King's labor and employment attorneys have deep knowledge of the recurring issues frequently seen in employment litigation. Clients value our efficiency, accessibility and effectiveness. While litigators in other firms will take in a new case and then pass the work to attorneys the client does not know, our attorneys follow through on our commitment to our clients and stay with them through to resolution. With this approach we can better manage the costs associated with litigation and ensure we fully understand each client's needs.

Our employment lawyers include former in-house human resources counsel to a major corporation and lawyers with deep experience handling employment claims. We have experience handling claims involving allegations of discrimination, retaliation, disability, FLSA, FMLA, ERISA, Equal Pay Act, enforcement and defense of non-compete matters, trade secret litigation, and whistleblower claims. We provide counsel regarding work force reductions, WARN Act notifications and plant closures. We also provide advice about employment practices, manuals, and compliance.

This makes us more creative and effective legal counsel, and our results speak volumes. Our attorneys have obtained numerous successful outcomes for our clients, including:

- Defense verdict in trial of certified WARN Act class action.
- Denial of class certification in employment action in West Virginia.
- Successfully brought and opposed numerous motions for restraining orders relating to non-compete and non-disclosure agreements.
- Obtained summary judgment in high visibility employee termination cases.

We have extensive experience counseling on a wide variety of employment matters. Some of our preventive strategies include the drafting and use of employee manuals and policies and providing training to avoid harassment, discrimination or wage and hour claims. We also work with our clients to manage the challenging issues surrounding employee terminations and managing employees with medical conditions.