

HR & Employment

The Experience to Deal with Your Most Important Employee Matters. The Size to Provide Consistency You Can Rely On.

When an employment issue arises, not only do you need someone who knows the law, but you also need someone who understands and appreciates your business. At FMJ, we combine our knowledge of the law with the specifics of your business to produce an optimal outcome despite sometimes challenging circumstances. We will guide you through the complexities of employment procedures and policies, employee benefits, hiring and termination practices and compliance with ever changing employment laws.

We further understand that prevention is critical to creating a productive work place and minimizing litigation risk. We offer training and advice concerning the handling of employment issues, including harassment and discrimination.

Because we understand the challenges companies face in trying to grow and compete in the marketplace, we are able to give you comprehensive advice regarding your employment matters.

Employment Litigation:

Employment litigation can be intimidating – but not if you are in the proper hands. With expertise in handling all types of employment claims brought against employers in state and federal courtrooms throughout the nation, FMJ is fully prepared to aggressively protect your interests. We represent small, medium and large organizations from privately held to Fortune 500 companies in all industries.

FMJ has successfully defended employers in cases concerning discrimination, harassment, whistleblower retaliation, breach of contract, compensation, and violations of federal and state employment regulations.

FMJ acutely understands the competitiveness of the marketplace. We have extensive experience in prosecuting and defending employers in actions against competitors involving corporate raiding, violations of noncompetition restrictions, tortious interference claims, misappropriation of trade secrets and breach of fiduciary duty.

At FMJ, we recognize and balance our litigation strategy with your business needs. Our litigators have the skill and expertise necessary to win in the courtroom or to achieve a favorable resolution before trial.

FMJ Professionals:

Advising:

Heidi A. Carpenter
Shannon M. McDonough
Mary A. Rice
Lisa Lamm Bachman
Alyson M. Palmer

Litigation:

Donald Chance Mark, Jr.
Shannon M. McDonough
Alyson M. Palmer
Mary A. Rice
Lisa Lamm Bachman
Peter A. Carlson
Kelly A. Schroeder

Power of the Big.
Spirit of the Small.

Fafinski Mark & Johnson, P.A.
Flagship Corporate Center
775 Prairie Center Drive
Suite 400
Eden Prairie, MN 55344
Phone: (952) 995-9500
Fax: (952) 995-9577