

HR & Employment

Sensibly Proactive. Strategically Reactive.

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

We understand that prevention is critical in creating a productive workplace and minimizing litigation risk. We offer training and advice for the development of effective employment policies and agreements and to ensure that employment issues such as harassment and discrimination are handled properly. Our attorneys also commonly advise clients on restrictive covenants including non-compete restrictions, non-solicitation restrictions, non-recruit or no-hire restrictions and confidentiality restrictions.

Additionally, FMJ has designed and drafted numerous deferred compensation and executive compensation plans. We have implemented stock appreciation rights plans, phantom stock plans, equity participation plans, and stock option plans.

When a lawsuit arises, it is intimidating for both the employer and employee – but it shouldn't be, with the right legal representation. With expertise in handling all types of employment claims brought against employers in state and federal courtrooms throughout the nation, FMJ is prepared to aggressively protect your interests. We represent small, medium and large organizations from privately-held to Fortune 500 companies across all industries.

We have successfully defended employers in cases involving discrimination, harassment, whistleblower retaliation, breach of contract, compensation, and violations of federal and state employment regulations.

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

FMJ Professionals

Shannon M. McDonough
Heidi A. Carpenter
Donald Chance Mark, Jr.
Jared D. Peterson
Tyler P. Brimmer
Schaan P. Barth
Natalie S. Hochhausen

We guide our clients through the complexities of employment procedures and policies, employee benefits, hiring and termination practices and compliance with ever-changing employment laws.