



**ATTORNEYS AT LAW**  
EXPERIENCED ■ RESPONSIVE ■ STRATEGIC

## ABOUT THE FIRM

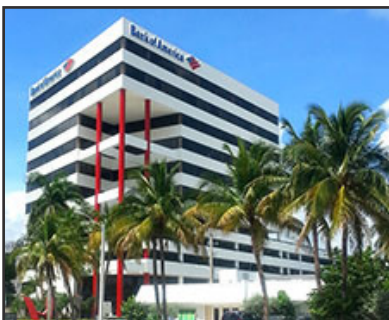
### Experienced ■ Responsive ■ Strategic

Schwarzberg & Associates is a litigation boutique focused on employment law compliance and defense, and complex commercial, intellectual property, internet, probate, real estate, appellate, and corporate litigation. The two attorney firm is located in downtown West Palm Beach, Florida. We represent clients throughout Florida and the United States.

The firm represents a wide range of private companies throughout Florida and the Florida interests of major out-of-state and publicly-traded corporations, as well as educational establishments and high-net worth individuals. We rely upon our legal abilities, developed from decades of hard work and consistent effort focused on trying to achieve our clients' goals. Our entrepreneurial management style rewards efficiency and teamwork.

We have been significant and active contributors to various civic, political and community causes, both as a firm and as individuals. Our clients may benefit from the relationships we have developed over the years and consistently maintained. Our attorneys have leadership roles on boards, committees and other charitable and civic organizations.

Whether in court, in negotiations, in the boardroom, or dealing with government, we pride ourselves on our dedication to the needs of our clients.



### OUR OFFICE

625 North Flagler Drive - Suite 600  
West Palm Beach, FL 33401  
Phone: (561) 659-3300  
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[www.schwarzberglaw.com](http://www.schwarzberglaw.com)



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### ABOUT THE FIRM

Schwarzberg & Associates is a litigation boutique focused on employment law compliance and defense, and complex commercial, probate, IP and construction litigation. The firm is located in downtown West Palm Beach, Florida.

## Our Employment Law Practice Group serves the needs of employers across Florida and throughout the country



**S**teven L. Schwarzberg, the firm's founder, has practiced employment, commercial, probate, corporate and real estate litigation for over 30 years. He is AV-rated by Martindale Hubbell.

E-mail: [steve@schwarzberglaw.com](mailto:steve@schwarzberglaw.com)



**L**isa M. Kohring practices commercial litigation and employment law. Lisa earned her law degree from Nova Southeastern University Shepard Broad Law Center.

E-mail: [lkohring@schwarzberglaw.com](mailto:lkohring@schwarzberglaw.com)

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#### EMPLOYMENT LAW PRACTICE AREAS

- FLSA Wage and Hour
- Title VII discrimination claims
- Handbooks and training
- Non-compete and trade-secret claims
- Severance agreements
- Family and Medical Leave Act, ADEA, FCRA
- ADA public accommodation



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## PRACTICE AREAS

- **COMPLEX COMMERCIAL LITIGATION**
  - Corporate
  - Intellectual Property
  - Real Estate
  - Partnership
  - Healthcare
  - Media Issues
  - Bankruptcy
  - Professional Negligence Defense
  - White Collar Criminal Defense
- **EMPLOYMENT LAW COMPLIANCE AND DEFENSE LITIGATION**
  - Defense of FLSA Overtime Compensation Claims
  - Defense of Discrimination Claims
  - Counsel and Advise Employers
  - Supervise Internal Investigations
  - Draft and Revise Policies and Handbooks
  - Management and Employee Training
  - Employment Agreements
  - Non-Compete Agreements
- **DEBTOR-CREDITOR LITIGATION**
- **PROBATE, TRUST AND ESTATE LITIGATION**
- **CONSTRUCTION LITIGATION**
- **APPELLATE LAW**
- **ALTERNATIVE DISPUTE RESOLUTION**
- **INTELLECTUAL PROPERTY LITIGATION**
- **INSURANCE LITIGATION**
- **REAL ESTATE LITIGATION**
- **ADMINISTRATIVE AND GOVERNMENTAL REPRESENTATION**
- **MARITAL AND FAMILY LAW**



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## EMPLOYMENT-RELATED LEGAL SERVICES

In today's world, employers require labor and employment counsel who will provide advice and guidance on all aspects of the employment relationship, from preventative counseling through defending lawsuits at the administrative, state and federal levels. Schwarzberg & Associates keeps its clients updated on the constantly developing laws, drafts policies and procedures, assists with all workplace issues that may arise on a day-to-day basis, and zealously defends its clients against workplace charges and lawsuits. By partnering with our clients, the firm limits the loss of time, money and management energy that inevitably arises from such workplace issues. When our clients are forced to defend an employment-related dispute, we pride ourselves on providing an efficient evaluation of the case and, when appropriate, exploring the possibility of an early resolution. When that is not possible or appropriate, we vigorously defend our clients' interests through trial.

**Our first-class training, experience and expertise allow us to assist our clients in all areas of labor and employment law, including but not limited to:**

- Employment discrimination litigation
- Age Discrimination (ADEA)
- Alternative Dispute Resolution
- Affirmative Action Compliance
- Arbitration
- Constitutional Torts
- Covenants not to Compete
- Drug and Alcohol Abuse
- Employee Benefits Litigation (ERISA)
- Employee discipline, evaluation, demotion, discharge
- Employee handbooks, manuals and policies
- Employment Agreements
- Executive Compensation
- Fair Labor Standards Act (FLSA)
- Family and Medical Leave Act (FMLA)
- Federal, state and local administrative charges
- Gender Discrimination (Title VII)
- Glass ceiling audits
- Grievance arbitration
- Hiring and interview procedures
- Independent contractor agreements
- Intentional infliction of emotional distress claims
- Internet, e-mail and technology policies and employee rights
- Labor relations litigation
- Management training, education and seminars
- Mediation
- Minimum wage claims (FLSA)
- Occupational Safety and health requirements and investigations (OSHA)
- Older Workers Benefit and Protections Act (OWBPA)
- Overtime claims (FLSA)
- Personnel policies, procedures and handbooks
- Privacy in the workplace issues
- Race Discrimination (Title VII and Section 1981)
- Reductions in Force (RIF), plant closing, mass layoff counseling and litigation
- Severance policies and procedures
- Severance Agreements
- Settlement Agreements
- Sexual harassment training and seminars
- Sexual harassment litigation (Title VII)
- Supervisor training and seminars
- Title VII of the Civil Rights Act
- Trade secrets and confidential information
- Wage and Hour compliance, audits and Litigation (FLSA)
- Whistleblower claims
- Workplace violence
- Workplace investigations
- Wrongful discharge



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## REPRESENTATIVE CLIENTS

- 1st United Bank of Florida
- Advance Stores Company Incorporated (Advance Auto Parts)
- Advanced Insurance Underwriters
- AIG Companies
- AlphaStaff, Inc.
- Alzheimer's Association
- American Indoor Advertising
- American Society for Technion (Technion)
- APEX Companies
- Archive America
- Arthur Andersen, LLP
- Ashley Events
- Badcock Furniture Stores
- Beazley Insurance Company
- Cadlerock Joint Venture, LP
- Carl Domino, Inc.
- CarMax
- CH2M HILL Companies, Ltd.
- Citibank
- Discount Auto Parts, Incorporated
- Dr. Edward Steinberg
- Equity Lifestyle Properties
- Ford Motor Company
- Fortress Corporation
- GameWorks
- Harbor Branch Oceanographic Institution
- Imperial Finance and Trading, LLC
- Jewish Federation of South Palm Beach County
- Jupiter Environmental Laboratories
- Katten Muchin Rosenman LLP
- Legacy Bank of Florida
- Lexington Insurance Company
- Mar-a-lago Club, LLC
- Medex USAe
- MedVance Institute
- Midtown Imaging, Inc.
- Nestle Waters, N.A.
- Northern Trust Bank of Florida
- Palm Beach County School Board
- Parsons Corporation
- Pueblo Supermarkets (X-Tra)
- Rinker Materials of Florida, Inc.
- Rite Aid Corp.
- Ron Sellers & Associates
- Royal Concrete Concepts, Inc.
- Samsung Corporation
- Samuel Belzberg
- Sara Lee-Coach Stores
- Sears Roebuck & Co.
- SEGA Entertainment U.S.A., Inc.
- SEGA Holdings
- SEGA of America
- Ski Rixen
- Song + Associates, Inc.
- Steelcase, Inc.
- Sterling Testing Systems, Inc.
- Sysco Corporation
- Sysco Food Services of Central Florida
- Sysco Food Services of Southeast Florida
- Telemundo
- The Apogee Companies
- The Center for Family Services
- The Hartford
- The Home Depot U.S.A, Inc.
- The Wackenhut Corporation
- Tire Kingdom
- Travelers Insurance Company
- Travelpro International, Inc.
- Twin Cities Fire Insurance Co.
- Williams Controls
- Wings Plus

## STEVEN L. SCHWARZBERG

E-mail: [steve@schwarzberglaw.com](mailto:steve@schwarzberglaw.com)



Steven L. Schwarzberg, AV-rated by Martindale Hubbell, has served as counsel for a number of corporate and individual clients for more than 30 years. He specializes in handling litigation and trials in the areas of employment law as well as commercial, probate, intellectual property, corporate and real estate law. Steve regularly represents a broad spectrum of clients, private and public, in both Federal and State courts around the country, in the trial and appellate levels as well as before administrative agencies, arbitration panels, mediators and other alternative dispute forums. He works closely with clients, general counsel, HR Directors and corporate management to find strategic and cost-effective solutions to avoid disputes, if possible, or conclude litigation successfully, when necessary.

Steve is the founder and managing member of Schwarzberg & Associates, a litigation boutique specializing in employment law compliance and defense and commercial litigation.

### *Notables and Accomplishments*

- Sole presenter of “Lawyer As Employer Practical and Ethical Considerations of Human Resources Administration in Law Practice Management” for Law Office Management Advisory Service (LOMAS)
- Panelist on the Daily Business Review’s Employment Law Roundtable
- Runner up for the South Florida Business Journal’s Key Partner Award
- Named one of Florida Trend’s Magazine’s 2007 Florida Legal Elite for Labor & Employment Law
- Featured speaker, Schwarzberg & Associates Employment Law Breakfast Series, 2006 and 2007
- Featured speaker, Employment Law for Law Firms Seminar, 2006 and 2007
- Featured speaker, Employment Law for Non-Profits, 2007
- Lecturer on various Employment Law-related topics before Chain Restaurant Compensation Association, Worth Avenue Merchants Association and other organizations
- Provided in-house seminars on employment-related matters for bank, retail chain and other similar clients
- Featured in American Bar Association article “Suing The State,” June, 1984.

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### *Areas of Experience*

- General representation of clients • Complex Commercial, Corporate and Partnership litigation
- Employment Law, defense of FLSA overtime compensation claims • Probate and Trust litigation
- Real Estate, Land-use and Environmental litigation
- Trademark and Copyright litigation • Intellectual Property • Internet-related matters • Health Care
- Business Torts • Bankruptcy litigation • Insurance litigation • Appeals • Administrative Law
- Alternative Dispute Resolution

### *Admitted to Practice*

Florida

United States District Courts, including Southern, Middle and Northern Districts of Florida

United States Bankruptcy Court

United States Circuit Court of Appeals  
for the Eleventh and Fifth Circuits

### *Education*

J.D., cum laude, University of Miami  
School of Law, 1980

B.A., magna cum laude, Government,  
Harvard University, 1976

### *Professional and Community Involvement*

Member, Florida Bar

Member, Palm Beach County Bar Association

University of Miami School of Law,  
Former Instructor, Legal Research and Writing  
Barry University and Nova University, Former  
Paralegal Instructor

Anti-Defamation League, National  
Executive Committee

Forum Club of the Palm Beaches, Board Member

President B’Nai B’Rith Justice Unit  
of the Palm Beaches

United States Holocaust Memorial Museum,  
Palm Beach County Board

Harvard Club of the Palm Beaches

University of Miami Law Alumni Association

Board Member and Co-Founder  
Richard David Kann Melanoma Foundation

**LISA M. KOHRING**

E-mail: [lkohring@schwarzberglaw.com](mailto:lkohring@schwarzberglaw.com)



Lisa M. Kohring is an associate with the firm and focuses her practice on representing both individuals and companies in commercial and employment law litigation. Lisa has experience in a variety of commercial litigation and employment law matters, ranging from actions involving breach of contract, breach of fiduciary duty and breach of restrictive covenant to actions involving discrimination and retaliation under Title VII, the Family Medical Leave Act, the Florida Civil Rights Act, and the

Florida Whistleblower Act as well as actions involving tip credit violations, failure to pay wages, and retaliation under the Fair Labor Standards Act and the Florida Minimum Wage Act.

Lisa earned her Juris Doctor at Nova Southeastern University where she earned the Book Award in Trial Advocacy, served as a member of the Moot Court Honor Society and was a traveling member of the Nova Trial Association (formerly American Trial Lawyers Association).

Lisa is a native of Palm Beach County and is heavily involved in the legal community, with active membership in:

- The Palm Beach County Bar Association (PBCBA)
- The PBCBA Committee For Diversity and Inclusion Sub-Committee Chair Diversity Corner Article 2014-2015;
- Young Lawyers Section Committee Chair Habitat for Humanity 2013-2015;
- Young Lawyers Section Committee Co-Chair PBCBA Silent Auction and Holiday Party 2014;
- FAU Honors Moot Court Course Team Instructor-August-December, 2013
- The Florida Bar, Business Law and Trial Lawyers sections

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**Areas of Experience**

Commercial Litigation  
Employment Law Litigation

**Admitted to Practice**

State of Florida, 2011  
United States District Court,  
Southern District of Florida, 2012  
District of Columbia, 2014

**Education**

J.D., Nova Southeastern University  
Shepard Broad Law Center  
B.A., Psychology, Florida Atlantic University  
B.A., Criminology and Criminal Justice, Florida  
Atlantic University

**Publications**

Expanding our Workforce by Empowering Employees with Disabilities - PBCBA Monthly Bulletin February 2015

The Burgeoning Popularity of Ban the Box - PBCBA Monthly Bulletin, October 2014

Building Bridges Not Walls - PBCBA Monthly Bulletin, July 2014

BYOD to Work: Defining the Lines Between Protecting Employer Information and Managing Employee Privacy Expectations - FL. Bar. News, May 2014 (co-authored with Steven Schwarzberg, Esq.)

Employers Should Guard Against Pregnancy Discrimination - DBR, May 2014 (co-authored with Steven Schwarzberg, Esq.)

Sex, Politics and Religion and the Workplace - Schwarzberg & Associates E-Zine, August 2012 (co-authored with Steven Schwarzberg)