

A wider lens on workplace law

At Constangy, Brooks, Smith & Prophete, LLP, workplace law is all we do – but we're not your typical law firm.

We are a preeminent firm for labor and employment law in the United States. Our clients tell us there is also **"a soul to Constangy that is unique and refreshing, that's not found with other firms."** For 70 years, our clients have appreciated our common-sense approach and our commitment to helping employers navigate the prickly legal and regulatory environments of the changing workplace.

Today we have more than 170 attorneys across 15 states, offering services ranging from the defense of single- and multi-plaintiff employment discrimination, harassment and retaliation claims; to complex wage and hour litigation; workplace safety, and affirmative action compliance; workers' compensation; ERISA and employee benefits; immigration; and labor relations. We partner with our clients to create effective policies and provide practical training to avoid litigation in the first place. A "Go To" Law Firm in *Corporate Counsel* and *Fortune* magazine, Constangy represents *Fortune* 500 corporations and small companies across the country. Our attorneys are consistently rated among the best by sources including Chambers USA, Martindale-Hubbell, and Best Lawyers in America, and we are ranked as a Tier 1 firm by the U.S. News & World Report/Best Law Firms survey.

What Sets Us Apart

Our lawyers know each other. They like each other. Clients benefit from our agility and a financial structure that does not pit offices against each other. Our structure allows for teams with the best mix of lawyers to serve clients. The result is **optimal responsiveness and consistent service** across all our locations. Are we the biggest firm? No—and that's by design. We have the depth and experience of our "Big Law" colleagues, with a roster of attorneys with exceptional experience. We are a growing and vibrant firm, yet we respect the heritage and culture that has resulted in a unified team providing common-sense, **practical, and out-of-the box solutions that mitigate risk and help you achieve your unique objectives.**

Our lawyers are not clones. We are an exceptionally diverse team made up of parents and sports fans, former government agency professionals and prior HR managers. We are real people just like you and your employees. We come from various geographic, ethnic and economic backgrounds. Among our firm's executive committee, 46% are women and minorities. Of the 350 largest firms in the U.S., we are the first to have an African-American named partner.

Clients tell us diverse teams are important to them, because it reflects their own evolving workforces—and because lawyers looking through "a wider lens" actually bring more innovative ideas to the table. We're proud that **what's being built on the inside of our firm is reflected on the outside of our door.**

What We Do

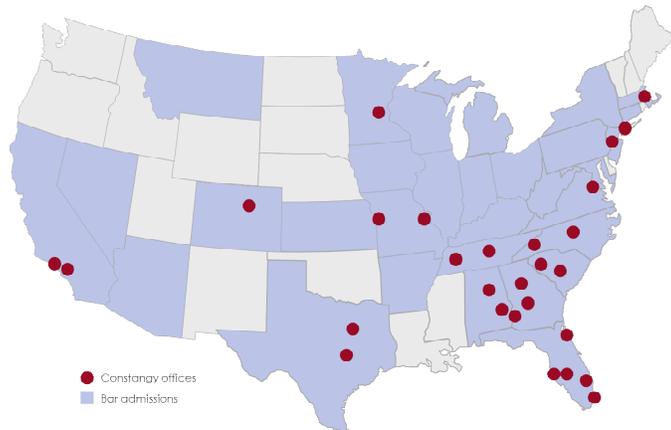
Our focus is labor and employment law, and we have represented **management exclusively since 1946.** From Title VII to OSHA to ERISA and the NLRA, our attorneys can help you keep policies up-to-date and your workplace running smoothly. We have a full range of experienced attorneys who can help you with everything from developing handbooks and securing foreign worker visas, to protecting trade secrets and defending against wrongful discharge and discrimination claims.

From our roots in labor relations and manufacturing, to our recent work in helping employers understand the convergence of digital technology in the modern workplace – our capabilities cover all aspects of the employer-employee relationship.

- Class Action Defense
- Employment Litigation
- Wage and Hour Law
- Labor Relations
- e-Law
- Employee Benefits and ERISA
- Business Immigration
- Global Mobility
- Workers' Compensation
- Trade Secrets and Noncompete Agreements
- Affirmative Action and OFCCP Compliance
- Occupational Safety and Health

National Presence

With more than 170 attorneys and a full complement of paralegal and support staff, Constangy has the ability to work **wherever you need, whenever you need**. In addition to bar admissions in more than half of the United States, our attorneys regularly appear with permission of the court in jurisdictions nationwide. We also have strong relationships with local counsel in many states, ensuring we can work with clients in locations across the country.



Accolades & Awards

Constangy has put together an outstanding team of attorneys that distinguishes us. We focus on bringing in the **best and the brightest**, and have recruited many leading minds in employment and labor law.



U.S. News/Best Law Firms ranked us as a national Tier 1 firm. We also received 37 metropolitan tier rankings.



We are named as a "standout" firm in both complex and routine employment litigation.



Fortune magazine and Martindale Hubbell call us a "Top Firm," indicating that more than one out of three of our lawyers have achieved the AV Preeminent® Peer Review designation.



51 attorneys currently named among the Best Lawyers in America®



28 attorneys ranked by Chambers USA in labor and employment categories.

What makes Constangy different is our keen understanding of employment law, and what the subtle nuances involved mean for your company:

- Employment litigation is one of the few areas where **your motivation as an employer is on trial**. In cases involving issues such as race discrimination, sexual harassment, or wrongful discharge, juries are looking at your intent or state of mind. Our attorneys help employers realize that, as a practical matter, the burden is on companies to show that your motives were pure.
- Almost **every juror is, has been, or will be an employee**. Many have felt an employer may have mistreated them or was unfair. We realize that jurors view your issues through the filter of their own experiences. We understand how to build your defense to demonstrate not only technical legal compliance, but also that you treated the plaintiff fairly.
- We realize the **catch-22** that labor and employment laws can create for employers when they require companies to take actions that appear to favor one group over another. For example, the laws on religious and disability-based accommodations sometimes require that the employer treat certain employees more favorably than others. Yet other labor and employment laws prohibit unequal treatment of employees. We help companies put appropriate policies and procedures in place to follow the laws while minimizing any perception of bias.
- Employment litigation does not happen in a vacuum. We understand the impact a settlement with a former worker or an extended lawsuit involving current employees can have on your **workplace morale** and your company's productivity, which in turn can affect the bottom line. We work with our clients to develop strategies to resolve issues that take into account the effect on your unique workplace environment.
- We know that sometimes a problem doesn't end when an employee is gone. Ex-employees and like-minded co-workers can become vindictive and may even conspire to fabricate allegations against your company. We work with employers to **handle problem employees** and help employers put appropriate hiring procedures in place so those employees never get in the door.
- Employees generally spend more waking hours at work than anywhere else, and often have a vested interest in making sure they have control over their workplace and working conditions and that their rights are protected. We work with employers to **create better workplaces** for employees, whether through policy development, training, union avoidance, or by responding to administrative charges and lawsuits in such a way as to minimize impact on your workplace.

For more information, please visit us online at constangy.com