



**nilan  
johnson  
lewis PA**

## Reductions in Force

Nilan Johnson Lewis has extensive experience supporting employers through reductions in force of all sizes, ranging from a handful of employees up through several thousand. We have advised and supported Fortune 50 employers through every step of the process, including identifying positions for reduction, developing selection criteria that are both business-focused and legally defensible, working with leaders to understand the impact on their teams, developing severance terms, and drafting separation packages. We are especially knowledgeable regarding the intricacies of the Older Workers Benefit Protection Act (OWBPA) and Worker Adjustment and Retraining Notification Act (WARN) requirements. And we have developed numerous OWBPA disclosures and WARN notices addressing a wide variety of scenarios.

## Overview of our expertise

### Labor and Employment

Affirmative Action Plans and  
OFCCP Compliance

EEOC Class Investigation and  
Litigation Defense

Discrimination Defense

Trials and Arbitrations

FLSA/Wage-and-Hour Defense

Executive Agreements and  
Severance

Labor Management Relations

Leave of Absence and Disability  
Advice/Defense

Non-Compete and Trade Secret  
Litigation

Pre-Hire Testing and  
Background Check  
Advice/Defense

Preventive Employment  
Counseling

Reductions in Force

Whistleblower/False Claims Act  
Defense

Workplace Investigations

Industry Focus: Health Care

Industry Focus: Retail

Industry Focus: Tech Startups