



Preventive Employment Counseling

Practice Areas

Labor and Employment

Affirmative Action Plans and OFCCP Compliance
EEOC/Agency Class Investigation and Litigation
Defense
Discrimination Defense
Trials and Arbitrations
FLSA/Wage-and-Hour Defense
Corporate Immigration Law
California Employment Law
Executive Agreements and Severance
Labor Management Relations
Leave of Absence and Disability Advice/Defense
Non-Compete and Trade Secret Litigation
Pay Equity Advice and Defense
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: Restaurants
Industry Focus: Retail
Industry Focus: Tech Startups

Although Nilan Johnson Lewis has an impressive record of success in the courtroom, we find it particularly rewarding to partner with our clients to help them find defensible solutions to their human resources problems, and to avoid litigation in the first place. From national Fortune 50 companies to small mom-and-pop shops, employers frequently turn to Nilan Johnson Lewis for trusted advice and creative strategies for reducing employment-related risks. Our clients think of us as their human resources counsel down the hall. To that end, we are committed to being responsive and providing clear, practical answers to even the trickiest of questions. The depth of our bench and expertise enables us to counsel our clients throughout the employment cycle, from application to termination. This includes issues relating to recruiting and hiring, drug and alcohol testing, affirmative action programs, employment agreements, employee handbooks, reasonable accommodations, FMLA and disability leave, performance management, wage-and-hour compliance and audits, coaching and discipline, and termination.