



# Jennifer M. Taylor

Member

Miami

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## Practice Areas

- Employment Litigation
- Labor & Employment
- Trade Secrets, Restrictive Covenants, and Computer Abuse

## Education

- The George Washington University, J.D., 1999
- University of Florida, B.A., *with honors*, 1996

## Bar Admissions

- Florida

## Court Admissions

- U.S. District Court -- Middle District of Florida
- U.S. District Court -- Northern District of Florida
- U.S. District Court -- Southern District of Florida
- U.S. Court of Appeals for the Eleventh Circuit

## Affiliations

- The Florida Bar, Labor & Employment Section, Member
- American Bar Association, Labor & Employment Section, Member; Federal Labor Standards Legislation Committee, Member
- American Bar Association, Labor & Employment Section Student Trial Advocacy Competition, Miami Regional Chair, 2008-Present
- Miami-Dade County Bar Association Minority Bar Passage Program, Member
- Big Brothers Big Sisters of Greater Miami, Board Member
- Greater Miami Society for Human Resource Management, Member
- Women's Chamber of Commerce of Miami-Dade County, Member
- Academy of Florida Management Attorneys, Member

## Awards & Honors

- Board Certified in Labor and Employment Law, The Florida Bar Board of Legal Specialization and Education
- The Best Lawyers in America, 2013-2021
- Chambers USA, 2008-2020
- Chambers USA "Associate to Watch" for Labor & Employment, 2006-2007
- Super Lawyers Magazine "Rising Star",

Jennifer has focused exclusively on representing management in all facets of labor and employment law for more than 20 years. She represents employers in labor and employment litigation before federal and state courts as well as administrative agencies, including the Equal Employment Opportunity Commission and the Department of Labor. Jennifer has extensive experience in litigating a full-range of employment disputes, including individual and class action wage/hour claims, disability, age, gender, and race discrimination and harassment matters, and retaliatory discharge. Jennifer also regularly litigates disputes involving employment contracts, as well as non-compete and confidentiality agreements.

Jennifer also has considerable experience advising clients on all aspects of employment law compliance, including employee leave issues and accommodations, wage and hour audits, internal investigations, hiring and termination decisions, workplace policies and employee privacy issues. She frequently conducts training for clients on issues including workplace professionalism, diversity initiatives and performance management. Jennifer also negotiates employment contracts, restrictive covenant and non-disclosure agreements, and separation agreements.

Jennifer is an active member of the American Bar Association's Labor & Employment Law Section. Since 2008, Jennifer has served as a regional co-chair for the section's national student trial advocacy competition. She is also a member of the section's Federal Labor Standards Legislation Committee and currently serves as the management co-chair of the committee's ethics subcommittee.

Jennifer is a frequent author and lecturer on various employment law issues. In Spring 2015, Jennifer co-authored an article titled "Evolution of Wage Issues in the Restaurant Industry" for the ABA Journal of Labor & Employment Law's Fair Labor Standards Act symposium. Jennifer serves as a chapter author for the Bloomberg BNA-ABA jointly published treatises titled *The Fair Labor Standards Act and The Family and Medical Leave Act*. She has also contributed to such publications as the ABA's *Age Discrimination in Employment Act* treatise and Lex-Mundi's *Guide to Doing Business in Florida*. Jennifer has also spoken on various workplace issues for the American Bar Association, Practical Law Institute and American Conference Institute.

Jennifer is Florida Bar Board Certified in Labor and Employment Law. Jennifer has been recognized by Chambers USA since 2006 and as a Best Lawyer by *The Best Lawyers in America* since 2013. She has also been recognized as a Rising Star by *Super Lawyers* magazine. Jennifer is a member of the Academy of Florida Management Attorneys and is the former chair of the Florida Bar Labor & Employment Section's ABA liaison subcommittee.

Beyond the practice of law, Jennifer is an active member on the board of directors for Big Brothers Big Sisters of Miami and also serves on the board's Executive Committee. Big Brothers Big Sisters of Miami is the premier mentoring organization in South Florida. Founded in 1958, the organization serves more than 7,000 children, volunteers, and families each year through community and school-based mentoring programs.

Jennifer earned her law degree from the George Washington University Law School and her bachelor's degree, with honors, from the University of Florida.

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2010-2014

- Florida Super Lawyers 2019
- Daily Business Review, Recognized as a Rising Star in South Florida, 2014
- South Florida Business Journal "40 Under 40" 2013
- Outstanding Lawyers of Miami-Dade County "40 Under 40" 2012

## Experience

Represented a financial services consultant to institutional investors in connection with its initial capital raise. This transaction drew on the experience of the firm's corporate, tax, and labor and employment attorneys.

Negotiated a favorable settlement of a wage and hour collective and class action centering on allegations that store managers were misclassified as exempt from overtime nationwide, allowing the client -- manufacturer and retailer of scented candles, candleholders, accessories, and dinnerware -- to preclude future claims.

Negotiated a favorable pre-suit resolution of a Fair Labor Standards Act collective action -- filed against a provider of member enrollment, billing, and service administration support services for Medicare/Medicaid insurance programs -- involving preshift tasks, computer bootup time, and off-the-clock work.

Successfully represented a for-profit university client in federal court litigation under the Americans with Disabilities Act and Title VII of the Civil Rights Act of 1964. Prevailed on summary judgment on all claims of the multi-count complaint in which former employee contended she had been subjected to a hostile work environment and denied a reasonable accommodation.

Represented a national securities firm and banking association in proceedings before the Financial Industry Regulatory Authority (FINRA) for breach of contract, misappropriation of confidential information, unfair competition, and tortious interference with business relationships against a former wealth management advisor and his new employer. We obtained a temporary restraining order in Ohio federal court as well as a year-long preliminary injunction from FINRA.

Represented Advanced Discovery in the disposition of its document management division to iNSERVIO3, which is owned by the former founders of Advanced Discovery.

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