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# Labor & Employment Compliance & Litigation

We assist employers with drafting employee handbooks and policies to fit their specific business needs, factoring in their business model, the industry, and the workplace. From beginning to end, we help compile policies to position a client's business for success and to provide them with procedures to address potential legal issues before they happen.

We also review existing employee handbooks and advise employers on policies to add or update, informing the client of current industry trends and legal developments to ensure they are protected and that their policies match the current legal landscape. Compliance with all federal, state, and local laws is critical. Our team of experienced employment and labor attorneys bring a wealth of experience to ensure such compliance is met and that clients are kept abreast of any and all legal developments that may impact their business.

We are experienced in drafting and reviewing the following documents for employers:

- Employee Handbooks
- Employment Agreements and Contracts
- Non-Disclosure Agreements
- Non-Competition Agreements
- Non-Solicitation Agreements
- Individual Employee Policies
- Individual Employee/Business Forms
- Business Procedures and General Guidance

Additionally, we provide guidance on how to comply with affirmative action programs and similar matters affecting organization which receive public funds. Our attorneys are experienced in helping clients develop and implement affirmative action plans for their business and we represent clients when audited for compliance. Our goal is to help employers understand their affirmative action and federal contract compliance obligations, training management on implementation measures, and guiding clients through any litigation that may arise.

Our attorneys are well versed in federal and state employment compliance. We have decades of experience handling matters pertaining to the following:

- Title VII
- The Age Discrimination in Employment Act
- The Americans with Disabilities Act (ADA)
- The Family and Medical Leave Act (FMLA)
- The Fair Labor Standards Act
- The Equal Pay Act
- The National Labor Relations Act

Our employment attorneys work hand-in-hand with our tax attorneys to advise clients on income tax, FICA, and FUTA tax withholding and combine these services to best position clients to comply with the often complex state and local laws and regulations.

While Tuggle Duggins assists in drafting and updating employment policies, employee handbooks, and business procedures to best position your business to avoid litigation, we are experienced employment litigators, prepared to handle a wide range of labor and employment issues, whenever and wherever they may arise. We handle cases in state and federal court and regularly appear before administrative bodies and arbitration panels.

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