



*“Dedicating years of experience, using a proactive, personalized approach, I ensure that my clients are well versed and prepared for legal situations before they arise. Above all, I am focused on our values of Client, Commitment, and Integrity.”*

#### Areas of Focus

- Employment Audits
- Employment Discipline & Discharge
- Employment Litigation & Dispute Resolution
- Employment, Non-Competition & Severance Agreements
- Employee Policies & Procedures
- FMLA & ADA
- Government Contracting
- HR Advice & Counseling
- Labor & Employment Litigation
- Management & Employee Training
- Wage & Hour Compliance & Litigation
- Workplace Investigations

#### Education

- Emory University, B.A.
- Widener School of Law, J.D.

#### Professional & Community Involvement

- Howard County HR Society
- Howard County Chamber of Commerce Public Policy Team
- Howard County Bar Association
- Howard County Women’s Bar Association
- Maryland Bar Association

#### CHERYL U. BROWN

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Cheryl Brown represents employers and management in labor and employment related matters, including the defense of state and federal discrimination claims, workplace and sexual harassment charges, wrongful discharge, ADA and ADEA claims, wage and hour issues, FMLA disputes, employment contracts, restrictive covenant agreements, general contract claims, employment-related, and other business tort claims.

She represents clients from a broad range of business industries including non-profits, municipalities, and educational institutions throughout the federal, state, and local court system and administrative agencies. Cheryl represents government contractors in employment matters. She has successfully handled Department of Labor, OFCCP, and other federal agency investigations and subsequent charges related to I-9s, EEO Compliance and FLSA wage and hour issues under the Service Contract Act.

Cheryl advises clients in virtually every facet of employment law including implementation of policies, recruitment and selection of employees, hiring procedures, wage and hour compliance, counseling and disciplinary actions, family and medical leave act management, disability accommodations, compliance with anti-discrimination and anti-harassment laws, Affordable Care Act, performance evaluation and review process, investigations resulting from allegations of harassment, and termination of the employment relationship, including mass layoffs. Cheryl provides ongoing employment advice, strategies and training seminars to companies to implement and develop effective employment policies and procedures and create positive work environments. She also regularly advises clients on the design, implementation, and regular reviews of employee handbooks, policies, and procedures.

In her spare time, she enjoys playing tennis, skiing, reading books and spending time with her family.