

## Overview

Our goal is to help employers navigate the complex issues that arise throughout the life cycle of the employment relationship. From recruiting and hiring through separation or retirement, each phase includes its own compliance and regulatory challenges. With more than 40 labor and employment attorneys in the mid-Atlantic, Gulf Coast, Midwest, and West, we combine local knowledge and national experience to provide timely, cost-effective, and client-centered solutions. The firm's broad-based counseling practice includes:

- Development and evaluation of policies and practices that address the varied statutory and regulatory requirements in the multiple jurisdictions in which our clients do business
- Advising public and private employers regarding a wide array of employment laws, including the ADA, FMLA, FLSA, OWBPA, Title VII, and human/civil rights acts of various states
- Conducting workplace investigations, corporate governance, affirmative action, and OFCCP compliance
- Noncompete, confidentiality, and trade secret contract preparation, interpretation, and enforcement

As reflected on the related services webpages, we also offer our clients comprehensive counseling on matters related to employee benefits, traditional labor relations, and workplace safety regulations.

## Representative Clients

- American Electric Power
- Antero Resources Corporation
- Arch Coal, Inc.
- Armstrong World Industries
- Boy Scouts of America
- CONSOL Coal Resources, LP
- CNX Resources Corporation
- Constellium
- Dominion Energy
- Wells Fargo Insurance Services
- Westlake Corporation



**Marcia L. Depaula**

**Team Leader**

(724) 749-3122

[marcia.depaula@steptoe-johnson.com](mailto:marcia.depaula@steptoe-johnson.com)