

PINCUS

&

TRIAL LAWYERS

CCURRIER

**LABOR AND
EMPLOYMENT
LAW
AT ITS FINEST**

Elite Legal Skill, Exceptional Client Service

Recognized for Excellence



Pincus & Currier LLP
1555 Palm Beach Lakes Blvd., Ste 320
West Palm Beach, FL 33401
P: (561) 868-1340
F: (561) 366-1310
[Website: www.pincusandcurrier.com](http://www.pincusandcurrier.com)

Elite Legal Skill, Exceptional Client Service

Why Pincus & Currier LLP

Pincus & Currier LLP takes pride in our ability to produce the results our clients seek. We model ourselves by providing elite legal skill. Our employment law team has been honored by their peers and judges as a team that practices with the highest degree of skill and ethics. Pincus & Currier's employment law attorneys have been trained by some of the finest firms in the country. We uphold the same level of elite legal representation that you would receive in any the large firm in Florida, while at the same time providing exceptional client service. Our clients' needs are our top priority.

Equally important, our comprehensive knowledge and assistance in the full range of Florida and federal labor and employment law, helps keep businesses in compliance with local, state and federal laws, rules and regulations. We provide sound legal advice and day-to-day guidance on labor and employment law matters.

The reality is that experience matters. At Pincus & Currier LLP, we have well over a century of combined labor and employment law experience, as well as, other areas of law including commercial litigation/shareholder disputes, and insurance disputes. Our extensive background allows us to build highly effective defenses in our cases and to offer seasoned counsel. We defend employers, insurers and self-insured entities in sensitive employment practices and liability matters involving any and all employment related disputes, including:

- Wage and hour claims
- Discrimination and harassment
- Employment agreements
- Negligent hiring, retention, and supervision
- Reduction-in-force
- Retaliatory discharge
- Restrictive Covenants

Pincus & Currier has built an exceptional reputation for the quality of work we provide our clients. We have been recognized within the legal community in many ways, including:

- AV* Preeminent rating by Martindale-Hubbell
- Top Rated Lawyer In Labor & Employment Law by Martindale-Hubbell
- Florida Bar Board Certification as a Civil Trial Lawyer

We are proud of the services we provide which continue to help us earn these recognitions and we are dedicated to continuing to provide the same level of service to your organization.

Elite Legal Skill, Exceptional Client Service

Romin N. Currier, Esq.

Partner

Practicing Law in Good Standing Since 2000

Romin N. Currier has been practicing employment law for more than two decades. Romin concentrates his practice on complex commercial litigation matters, representing management in employment law matters and other corporate matters. Romin's experience extends to litigation support and preventative services for companies, including advising on hiring, firing, counseling employees, documenting work and disciplinary events as well as defending companies in both state and federal courts. Romin is also a Florida Supreme Court Certified Circuit Civil Mediator and has also received his Florida Supreme Court Arbitration Training Certificate.

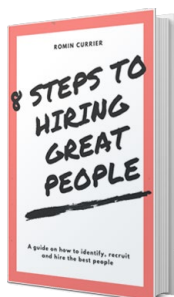
Romin is an aggressive litigator who is mindful of the client's ultimate goals and strives to secure the best possible results and ensure the client is kept informed at all stages of the litigation. His litigation style warrants him as one of the best employment litigating attorneys in the state of Florida.



Martindale-Hubbell



Martindale-Hubbell



Practice Area

- Employment Litigation
- Business Litigation
- Association Law

Education

- University of Pittsburgh, School of Law, J.D., cum laude, 2000; GPA 3.48 (Top 11%)
- Pennsylvania State University, 1995; Deans List, 4.0 in 1995
 - B.A. in Psychology, Graduation: December 1995 – G.P.A.: 3.5
 - B.A. in Political Science, Graduation: December 1995 – G.P.A.: 3.2

Honors

- *Cum Laude*
- *Journal of Law and Commerce*
- *Editor: Fall 1998 - Spring 2000*
- *Semester Honors, All Available Semesters*
- *University Scholarship*
- *Heinz Memorial Scholarship*
- *AV Pre-eminent Rating*, pursuant to Martindale Hubbell, since 2012
- *Top-Rated Lawyer in Employment Law*, 2018
- *Top Lawyers of South Florida*, 2018
- *Client Distinction Awards*, based on client ratings on Martindale.com
- *Florida Super Lawyers, Rising Star*, 2010
- *Top Young Lawyers in Florida*, 2010

Bar Admissions

- *The Florida Bar, 2002*
- *The Pennsylvania Bar, 2000*

Court Admissions

- United States District Court, Southern District of Florida
- United States District Court, Middle District of Florida
- United States District Court, Northern District of Florida
- United States District Court, Western District of Pennsylvania
- Eleventh Circuit Court of Appeals
- United States Supreme Court

Legal Activity

- Represent Associations in collection matters
- Represent clients in all areas of employment litigation
- Advise clients on best practices, including hiring and firing employees
- Perform internal investigations for employers
- Respond to EEOC Charges, including investigating allegations, interviewing witnesses and drafting Position Statements for employers
- Defended clients in Title III ADA Public Accommodation claims
- Represented clients in disputes arising from collective bargaining agreements
- Served as a speaker on legal topics including FLSA, FMLA, Title VII, Hiring and Firing Employees, and more

Reported Cases

- *Benedetto v. U.S. Bank Nat. Ass'n*, 181 So. 3d 564 (Fla. 4th DCA 2015)
- *Belle Glade Chevrolet-Cadillac, Inc. v. Figgie*, 54 So.3d 991 (Fla 4th DCA 2010)
- *Matrix Z, LLC v. Landplan Design, Inc.*, 493 F.Supp.2d 1242 (S.D. Fla. 2007)
- *Langlois v. City of Deerfield Beach*, 370 F.Supp.2d 1233 (S.D. Fla. 2005)

Publications

- 8 Steps to Hiring Great People, 2018

Seminars and Presentations

- Hiring and Firing in Florida, Lorman Webinar, 2018
- Family Medical Leave Act Overview, Lorman Seminar 2017
- Wage & Hour Pitfalls, Lorman Seminar, 2016
- Fair Labor Standards Act Compliance, Lorman Seminar, 2015
- FMLA Best Practices, Lorman Seminar, 2014
- Understanding the FLSA, Lorman Seminar, 2014
- Ins and Outs of Title VII, Lorman Seminar, 2012

- Wage & Hour Pitfalls, Lorman Seminar 2011
- Hiring and Firing, Fowler White Boggs Banker Seminar, 2006

Civil & Community Service

- Neighborhood Renaissance, Board Member, 2013-present
- Neighborhood Renaissance, Real Estate Committee, 2011-present
- West Palm Beach Nuisance Abatement Board, Chairman, 2012-2017
- West Palm Beach Charter Review Committee, 2011
- Special Prosecutor, Fifteenth Judicial Circuit, 2010
- Children's Home Society, Mentor, 2007-2015

Elite Legal Skill, Exceptional Client Service

Melanie L. Campbell, Esq.

Practicing Law in Good Standing Since 2008

Attorney

Melanie L. Campbell has been practicing in the areas of civil and commercial litigation for almost 15 years. She graduated as valedictorian of her law school class and has since gained invaluable experience representing individuals and companies in contract disputes, homeowner and condominium association litigation, business disputes, landlord/tenant matters, injunction and replevin actions. Melanie has also successfully represented parties in appeals before the Fourth District Court of Appeals and the United States Court of Appeals, Eleventh Circuit.

Melanie scored in the Top 1% of the Nation, Multi-state Bar Examination; additionally, she obtained her Masters of Law Degree (LLM). Her brilliance and advanced professional skills afford her the ability to identify case strategies through deep analysis of issues based on the law. She is one of the most accomplished research attorneys in the nation.



Practice Area

- Association Law
- Commercial Litigation
- General Civil Litigation
- Debtor and Creditor Law
- Employment Law

Education

- Thomas Jefferson School of Law, LLM, cum laude, 2012
- St. Thomas University School of Law, J.D., cum laude, 2007
- King's College, B.S. in Neuroscience, B.S. in Psychology, magna cum laude, 2002

Honors

- Valedictorian of her law school graduating class.
- Scored in the top 1% of the nation on the Multi-state Bar Examination for the February 2008 bar exam.
- Selected to represent the May 2008 admittees to the Florida Bar at the Inauguration Ceremony, held at the Third District Court of Appeal, by delivering a speech on their behalf.

Bar Admissions

- The Florida Bar, 2008

Court Admissions

- United States District Court, Southern District of Florida
- United States Bankruptcy Court, Southern District of Florida

Professional Associations

- The Florida Bar Association
 - Young Lawyers Division
- Palm Beach County Bar Association
 - Young Lawyers Section
 - Bankruptcy CLE Committee
 - Professionalism Committee

Joshua A. Payne, Esq.

Attorney

Practicing Law in Good Standing Since 1997

Joshua E. Payne represents businesses and individuals in commercial litigation, health care and transactional matters, including contract disputes, business torts, labor and employment claims, corporate governance, real estate and association law matters. His health care experience includes regulatory review, compliance, privacy, licensure, contracting and issues of special concern to providers treating substance use disorder.

For more than 25 years Joshua has been a meticulous advocate and trusted advisor to clients throughout South Florida, as well as for national and Fortune 100 companies. His ability to strategize has caused him the opportunity to set his clients up for achieving the outcomes they seek.



Practice Area

- Association Law
- Business Torts
- Employment Law
- Commercial Litigation
- Health Care (*licensure, transactional, compliance, litigation*)
- Landlord/Tenant Disputes
- Shareholder Disputes
- Transactional Law
- Debtor and Creditor Law

Education

- University of Florida College of Law
 - *Juris Doctor, Order of the Coif, May 1997*
 - *Class Rank: Top 10%*
- Florida State University
 - *B.A., Psychology, with Honors, May 1994*
 - *Magna Cum Laude*

Super Lawyers
RISING STARS

Honors

- Rising Stars, Florida Super Lawyers 2009, 2011
- Phi Beta Kappa
- Phi Delta Phi
- Phi Kappa Phi
- Book Awards in Civil Clinic, Research & Writing and White-Collar Crime

Bar Admissions

- The Florida Bar, 1997

Court Admissions

- U.S. District Court of Florida, Southern & Middle Districts
- U.S. Court of Appeals, Eleventh Circuit

Professional Associations

- Palm Beach County Bar, Health Law Committee
- Florida Bar, Health Law Section

William H. Pincus, Esq.

Practicing Law in Good Standing Since 1995

Managing Partner

William H. Pincus is the managing partner of Pincus & Currier LLP, West Palm Beach, Florida. He has been practicing law since 1995. Some of Bill's practice areas include commercial litigation, business litigation, association law, appellate practice, and general civil litigation. He has handled complex matters such as anti-trust violations, breaches of development services agreements, and violations of the Florida Franchise Act.

With over 25 years of legal experience, Bill provides notable support and representation to his clients. Being a fierce trial attorney, he has secured many multimillion-dollar awards for damages to clients and earned membership in the Multi-Million Dollar Advocates Forum. Bill is proud to have accomplished an unprecedented number of trial wins and settlements during his practice. He has also published articles and conducted lectures and seminars on a variety of legal topics.



Practice Area

- Association Law
- Commercial Litigation
- Appellate Practice
- General Civil Litigation
- Employment Law

Education

- Marshall-Wythe School of Law (at College of William & Mary), J.D. 1995 (Top 15%)
- Duquesne University, M.A., 1983
- College of William & Mary, B.A. with High Honors, 1981

Honors

- AV-Rated by Martindale-Hubbell
- Bar Register of Preeminent Lawyers
- Florida Super Lawyer (*designation given to only 5% of Fla Bar Lawyers*)
- America's Top 100 High Stakes Litigators, 2018, 2020 - 2022
- Multi-Million Dollar Advocates Forum
- Law Review
- Moot Court
- Finalist and Best Brief Award, 45th Annual National Moot Court Competition
- Rhodes Scholarship Nominee, College of William & Mary
- Outstanding Student-Athlete, College of William & Mary



- Hall of Fame, College of William & Mary
- Hall of Fame, Harriston High School

Publications

- Author: "Will your Ship Spring a Leak; Piercing the Corporate Veil in Maritime Cases," 28 J.MAR. L. & Co., 341, April 1997
- "Civil Commitment and the 'Great Confinement' Revisited," 36th William & Mary Law Review 1769 (1995)
- "The Problem of Gauguin's Therapist," Avebury Press (1994)

Professional Associations & Memberships

- National Member, Order of Barristers
- Florida Bar Association
- Palm Beach County Bar Association
- Palm Beach County Justice Association

Bar Admissions

- The Florida Bar 1995 (*Florida Bar No.: 65595*)

Court Admissions

- United States Court of Appeals Eleventh Circuit, 2005
- United States District Courts Middle, Northern and Southern Districts, 1996

Representative Matters

- *Gold Coast Realty, Inc. v. Gold Coast Property, LP*: prosecute breach of Development Services Agreement
- *Schlessinger v. Bunster*: Defend appeal of Final Judgment in US 11th Circuit
- *Kendal Open MRI v. Horizon Medical Group, Inc., et al.*, prosecute violations of Florida Franchise Act and Florida Anti-Trust Statute
- *Colucci v. Kar Kare Auto Group*: Successfully Appeal entry of Temporary Injunction

Million Dollar Judgments

- *Gold Coast Realty, Inc. v. Gold Coast Property, LP*
– \$2.7 Million Dollar Judgment for damages and attorneys' fees
- *Kendal Open MRI v. Horizon Medical Group, Inc., et al.*
– \$2.88 Million Dollar Judgment for damages
- *Olszewski v. Holleran* - \$2.1 Million Dollar Judgment for damages
- *Langlois v. City of Deerfield Beach* - \$1 Million Dollars in Judgment for damages and attorneys' fees plus settlement of collateral administrative procedure
- *Diehl v. Sweet* - \$1 Million in damages

Reported Cases

- *Davis v. Bailyson*, 268 So. 3d 762 (Fla. 4th DCA 2019), (reversing trial court; imposing 57.105 sanctions on opposing counsel)
- *Russomano v. Maresca*, 220 So. 3d 1269 (Fla. 4th DCA 2017), (corporate litigation)
- *Conte v. Jones*, 134 So. 3d 469 (Fla. 4th DCA 2014), (contract dispute between developers)
- *Regions Bank v. Rhodes*, 126 So. 3d 1259 (Fla. 4th DCA 2013)
- *Desiderio Corp., et al. v. City of Boynton Beach*, 39 3d 487 (Fla. 4th DCA 2010), (property rights)
- *Belle Glade Chevrolet, et al. v. Figgie*, 54 So. 3d 2010 (Fla. 4th DCA 2010), (consumer rights)
- *State Co., Inc. v. Sir Electric Inc.*, 31 So. 3d 967 (Fla. 4th DCS 2010)
- *Neumont v. Monroe County*, 610 F.3d 1249 (11th Cir. 2010)
- *Neumont v. Monroe County*, 967 So. 2d 822 (Fla. 2007)
- *Neumont v. Monroe County*, 451 F.3d 1284 (11th Cir. 2006)
- *Colucci v. Kar Kare Auto Group*, 918 So. 2d 431 (Fla. 4th DCA 2006), (non-compete litigation)
- *TCC Air Services, Inc., v. Schlesinger*, 2006 WL 3694639 (11th Cir. 2006)
- *Langlois v. City of Deerfield Beach*, 370 F.Supp.2d 1233 (S.D. Fla. 2005), (FMLA claim)
- *Lee v. Pinsky*, 895 So. 2d 1187 (Fla. 4th DCA 2005), (non-compete)
- *Gerecitano v. Barrwood Homeowners Ass'n, Inc.*, 882 So. 2d 424 (Fla. 4th DCA 2004), (Homeowners Association litigation)
- *Selim v. Pan American Airways Corp.*, 254 F.Supp.2d 1316 (S.D. Fla. 2003), (Federal Jurisdiction and Removal)
- *Neumont v. Monroe County, Florida*, 242 F.Supp.2d 1265 (S.D. Fla. 2002), (Class Action Certification)
- *Neumont v. Monroe County*, 198 F.R.D. 554 (S.D. Fla. 2000), (Land Use Regulations)
- *Sophisticated Silk, Inc. v. Stowe*, 741 So. 2d 637 (Fla. 4th DCA 1999), (fraud in the sale of a business)

Raymond E. Kramer, III, Esq.

Practicing Law in Good Standing Since 1993

Attorney

Raymond E. Kramer, III concentrates his practice on complex commercial litigation matters for plaintiffs and defendants in State and Federal Courts, and in alternative dispute proceedings such as Arbitrations and Mediations. Raymond has extensive trial experience, including his experience as a court-martial prosecutor in the U.S. Army JAG Corps. His primary practices are focused in the areas of contract and business disputes, real estate law, corporate and partnership law, as well as trust and estate litigation.



Practice Area

- Commercial Litigation
- Alternative Dispute Proceedings
- Contract and Business Dispute
- Corporate and Partnership
- Employment Disputes
- Real Estate
- Trusts and Estates Litigation

Education

- Georgetown University Law Center, Washington, District of Columbia
 - J.D. - 05/1993
- Georgetown University, School of Foreign Service, Washington, DC
 - B.S.F.S. - 05/1990
 - Honors: ROTC Four-Year Full Scholarship
 - Honors: Distinguished Military Student Award
 - Honors: Distinguished Military Graduate
 - Major: International Economics, Specialization in International Business, Finance and Commerce

Honors

- AV Preeminent Peer Review Rated, Martindale Hubbell
- Florida Legal Elite, Florida Trend Magazine, 2010, 2011, 2012, 2018, 2020
- Palm Beach Illustrated's Top Lawyers, Commercial Litigation, 2018, 2019
- South Florida Top Rated Lawyers, ALA Media, 2019
- District Award of Merit, Lighthouse District, Boy Scouts of America, 2016
- James E. West Award, Trade Winds District, Boy Scouts of America, 2011

RAYMOND E. KRAMER, III 2022
RECOGNIZED BY
Best Lawyers

RAYMOND E. KRAMER, III 2021
RECOGNIZED BY
Best Lawyers

- Tiger Den Leader Award, Cub Scouts, Boy Scouts of America, 2009
- Cubmaster Award, Cubmaster, Boy Scouts of America, 2011
- Unit Leader Award of Merit, Cubmaster, Boy Scouts of America, 2012
- Cub Scouter Award, Cubmaster, Boy Scouts of America, 2013
- Scouter's Training Award, Boy Scouts, Boy Scouts of America, 2016
- Scouter's Key Award, 2020

Bar Admissions

- Palm Beach County Bar Association
- Florida, 1993
- Rhode Island, 1996

Court Admissions

- U.S. Supreme Court, 2005
- U.S. Court of Appeals 2nd Circuit, 2006
- U.S. Court of Appeals 11th Circuit, 2005
- U.S. District Court Middle District of Florida, 1997
- U.S. District Court Southern District of Florida, 1999
- U.S. District Court Northern District of Florida, 2005

Publications

- "Re-examining the Presumption in Favor of Arbitration in Complex Commercial Cases," (Co-Author), 84 Florida Bar Journal 8, March, 2010
- "Is Expert Testimony Really Needed in Attorneys' Fees Litigation?" (Co-Author), 77 FLA. B.J. 38, January, 2003
- Seventh Survey of White Collar Crime – Attorney-client Privilege, American Criminal Law Review, 1992

Seminars and Presentations

- CLE Presentation: "Updates in Rules of Judicial Administration," Florida Lawyers Retreat, April 2019
- CLE Presentation: "Ethics: The Attorney-Client Privilege and Client Confidentiality," Florida Lawyers Network, April 2018
- CLE Presentation: "Mediating Business Cases: Strategies, Analysis and Advice from the Experts," Business Litigation CLE Committee, December 2017
- CLE Presentation: "ESI – Issues in Commercial Litigation," Florida Lawyers Network, July 2017
- CLE Presentation: "Jury Contact and Social Media – Ethics Issues," Florida Lawyers Network, April 2017
- CLE Presentation: "Voor Dire in Commercial Litigation," Florida Lawyers Network, September 2014

Civil & Community Service

- Palm Beach County Cultural Council, Board of Directors, 2006 to 2017
- Palm Beach County Cultural Council, Finance Committee, Member, 2006 to 2008
- Palm Beach County Cultural Council, Audit Committee, Member, 2009 to 2017
- Palm Beach County Cultural Council, Audit Committee, Chairman, 2014 to 2017
- Young Friends of the Norton, 2000 to 2015
- Palm Beach Civic Association, 2001 to Present
- Palm Beach Civic Association, Code Enforcement Task Force, 2001 to 2002
- Georgetown Club of Palm Beach, Board of Directors, Member, 1999 to Present
- Georgetown Club of Palm Beach, President, 2001 to 2004
- Georgetown Club of Palm Beach, Vice President, 2017 to Present
- Georgetown Club of Palm Beach, Secretary, 1999 to 2001
- Boy Scouts of America, Gulf Stream Council, Board Member, 2011 to Present
- Boy Scouts of America, Gulf Stream Council, Vice President – District Operations, 2013 to 2014
- Boy Scouts of America, Gulf Stream Council, Vice President – Endowment, 2015 to Present
- Boy Scouts of America, Gulf Stream Council, Executive Committee Member, 2013 to Present
- Boy Scouts of America, Trade Winds District, Board Member, 2011 to 2013
- Boy Scouts of America, Trade Winds District, District Chairman, 2011 to 2013
- Boy Scouts of America, Cub Scouts, Adult Leader, 2008 to 2013
- Boy Scouts of America, Cub Scouts, Tiger Den Leader, 2008 to 2009
- Boy Scouts of America, Cub Scouts, Cubmaster, 2009 to 2013
- Boy Scouts of America, Committee Member, 2010 to 2013
- Boy Scouts of America, Assistant Scoutmaster, 2013 to 2014
- Boy Scouts of America, Scoutmaster, 2014 to Present

Steven B. Phillips, Esq
Florida Bar Board Certified Civil Trial Attorney
Practicing Law in Good Standing Since 1991

Attorney

Steven B. Phillips is a native of West Palm Beach, Florida. He attended Auburn University where he was a member of the baseball team and graduated with a degree in accounting. He earned his law degree from Nova Southeastern University School of Law. He is board-certified by The Florida Bar in civil trial law, having been certified in 1998 and recertified every five years since. In addition to Steven's areas of practice below, he assists in the employment law arena as it relates to insurance issues.

Steven gained extensive experience in the operation of insurance companies and the handling of injury claims as legal counsel to some of Florida's largest insurance companies and their insureds for nine years. His experience in handling significant personal injury and wrongful death cases from both sides allows him to offer quality representation to his clients. His abilities distinguish him as a specialist in the areas of personal injury, wrongful death and insurance law.



Practice Area

- Personal Injury
- Automobile and trucking Collisions
- Motorcycle Accidents
- Pedestrian Accidents
- Wrongful Death
- Trip and Fall Accidents
- Uber/Lyft Cases
- Insurance Coverage Disputes on behalf of individuals and Small Businesses

Education

- Nova University Law School, J.D., 1991
- Auburn University, B.S. Accounting, 1987
- Palm Beach Community College – A.A. 1985
- Member of Auburn University and PBCC baseball teams
- Forest Hill High School, West Palm Beach

Honors

- Florida Bar Board Certified Civil Trial Lawyer since 1998. Recertified 2003, 2008, 2013, 2018.
- Florida Super lawyers, 2006, 2007.
- Multiple Multi-million-dollar jury verdicts featured in The Daily Business Review



Bar Admissions

The Florida Bar, 1991

Court Admissions

United States District Court, Southern District of Florida

Representative Matters

- Tried in excess of 100 trials.
- Obtained numerous multimillion dollar jury verdicts and settlements.
- Gained extensive experience into the operation of insurance companies and the handling of claims as legal counsel to some of Florida's largest insurance companies and their insureds for nine years.
- Steven currently represents individuals in personal injury and insurance matters throughout the State of Florida.

Professional Associations

- Palm Beach Justice Association
- Palm Beach County Bar Association
- American Bar Association