



JENNIFER COHEN

PARTNER

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Jennifer Cohen's practice focuses primarily on employment law and business litigation. Jennifer is a results-driven attorney with a depth of experience gained from serving as both in-house counsel and a private practice attorney. Jennifer was a key player in the success of a publicly traded hospitality and sales company with a large and diverse workforce. She is adept at managing complex employment matters, including wage and hour issues, discrimination claims, EEOC and state agency charges of discrimination, Human Resources complaints and investigations, performance management, leaves of absence (FMLA) management, and restrictive covenants such as non-competes and non-solicits.

Jennifer is highly skilled at drafting employment documents such as handbooks, restrictive covenant agreements, severance agreements, and employment agreements. She has unique experience handling employment matters within the context of corporate transactions, including due diligence and WARN Act compliance. One of Jennifer's many strengths is her ability to provide practical, easy-to-understand advice in a timely manner so her clients can make the best business decisions while ensuring that they remain compliant with applicable laws. Jennifer is a trusted advisor who can support the needs of the business at any level of the organization.

Areas of Practice

- *Employment Claims*
- *Employment Advice and Counseling*
- *Non-Compete and Trade Secret Actions*
- *Business Litigation*

Representative Experience

Provides daily compliance and counseling advice to clients concerning, among other employment laws, state and federal discrimination, harassment and retaliation laws, the Fair Labor Standards Act, Family and Medical Leave Act, and the Americans with Disabilities Act.

Represents employers in connection with charges filed with the EEOC, the Florida Commission on Human Relations and other state and federal administrative entities.

Represents clients in employment disputes in state and federal courts, and in mediation and arbitration.

Conducts independent investigations concerning allegations of sexual harassment, race discrimination, employee embezzlement, trade secret misappropriation, and other sensitive matters.

Advises employers concerning sensitive employee matters, including C-suite separations, mass layoffs, plant closings and other matters which may involve significant public attention.

Drafts comprehensive employment policies, employment agreements, restrictive covenant agreements, arbitration agreements, class action waivers, and other risk-mitigating documents for employers.

Provides pragmatic and effective training to assist employers in avoiding and promptly addressing potential employment claims.

Prior Professional Experience

- *Senior Vice President, Litigation and Employment, Bluegreen Vacations Corporation*
- *Attorney, Greenberg Traurig, LLP*
- *Adjunct Professor, Florida International University (FIU), College of Business Administration*

Education

- *University of Florida College of Law, J.D. with Honors, 1996*
- *University of Florida, B.A. with Honors, 1993*

Bar Admissions

- Florida Bar
- Southern District of Florida