



**ROD BIERMANN**

Principal, New York

**PRACTICE AREAS**

- Rod Biermann
- Labor and Employment Law
- Restrictive Covenants and Trade Secret Protection

**PROFESSIONAL AFFILIATIONS**

- Federal Bar Council, Member
- Litigation Section, American Bar Association, Member
- Labor and Employment Section, American Bar Association, Member
- Labor and Employment Law Committee, New York City Bar, Member
- Trial Lawyers Section, New York State Bar Association, Member
- Federal Courts Committee, New York County Lawyers' Association, Member
- Labor Relations, and Employment Law Committee, New York County Lawyers' Association, Member
- New York City Law Review, City University of New York, Former Editor

**PRACTICE FOCUS**

Rod Biermann has experience representing employers, executives, partners and professionals in a wide variety of employment-related claims and issues. His employment law practice focuses on three primary areas: representing employers, executive compensation and sexual harassment prevention education.

**Employer Representation:** Rod frequently acts as outside general counsel, handling a myriad of employment issues, such as internal employee claims, handbook review and drafting, termination consulting (including RIFs), litigation of complex employment matters in both the Federal and State Court. He is also experienced with arbitrations and mediations, including wage and hour violations, claims of discrimination, hostile work environment, retaliation, disability, restrictive covenant breaches and workers' compensation claims. He has defended companies in New York State Department of Labor and New York State Department of Taxation and Finance claims and audits, from inception to appeal.

**Executive Compensation:** Rod has significant experience in drafting and negotiating complex employment agreements from both the employer and employee perspective, including drafting and negotiating executive-level severance agreements, employment contracts and consultation agreements.

**Sexual Harassment Prevention Education:** Rod has been advising his clients on sexual harassment prevention for years and, pursuant to the new law in New York, provides companies' employees and management with the tools to navigate the post #MeToo era workplace through a customized and interactive presentation that also meets the specific New York State legal requirements.

In addition, Rod has experience conducting employment law audits to determine whether a company follows all up to date employment law mandates and has experience vigorously defending small and large corporations against the New York State Department of Labor audits.

Rod is a frequent employment law lecturer and keynote speaker at conferences, legal bar associations (as CLEs), executive organizations, trade groups, committees and companies in all areas of employment law, including sexual harassment education and prevention, executive compensation, discrimination avoidance, hostile work environment recognition and prevention, retaliation prevention, federal and state wage and hour litigation avoidance, reduction in force process, employee termination and hiring compliance and strategies and severance and release drafting and enforcement.

**EDUCATION**

- City University of New York School of Law, J.D.
- University of Illinois, Champaign-Urbana, B.A.

**ADMISSIONS**

- 2nd U.S. Circuit Court of Appeals
- U.S. District Court, Southern District of New York
- U.S. District Court, Eastern District of New York
- New York