



## Associate

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### Assistant:

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## Practices

Litigation  
Labor & Employment

## Education

J.D., *cum laude*,  
Temple University  
James E. Beasley  
School of Law, 2015

- Staff member,  
*Temple Law  
Review*

B.A., *cum laude*, Saint  
Joseph's University,  
2011

## Bar Admissions

New Jersey, 2015  
Pennsylvania, 2015  
United States District  
Court Middle District of  
Pennsylvania  
United States District  
Court Eastern District of  
Pennsylvania  
United States District  
Court District of New  
Jersey

Claire Ghormoz concentrates her practice in labor and employment litigation, representing clients in a broad array of industries including financial services, healthcare providers, restaurants, and medical marijuana dispensaries.

Claire's employment litigation experience includes the defense of employment discrimination cases, wrongful discharge cases, wage and hour claims, employment contract matters and restrictive covenant litigation. She regularly counsels clients and HR professionals through compliance with federal, state, and local employment laws, including Title VII and state and local anti-discrimination laws, the Family and Medical Leave Act, the Fair Labor Standards Act, the Americans with Disabilities Act, and the Age Discrimination in Employment Act. Claire also drafts and reviews personnel policies, employee handbooks, employment contracts, and separation agreements. She has worked with clients to draft training materials and present trainings for managers regarding compliance with state, federal, and local employment laws.

Claire also represents clients in complex commercial litigation and white collar matters. Her work encompasses all aspects of litigation, from inception through trial, as well as assisting with settlement opportunities where litigation is not consistent with a client's ultimate objective.

Claire is a graduate of Temple University, Beasley School of Law, where she was a staff member of the *Temple Law Review*. While in law school, she completed a legal internship for U.S. Magistrate Judge Timothy Rice of the Eastern District of Pennsylvania. Prior to attending law school, Claire served as a staff member in the Office of Senator Robert P. Casey, Jr. in both Washington D.C. and Philadelphia.

## Representative Experience

- Provides ongoing advice and counsel to clients in the financial services industry regarding federal, state and local laws governing the workplace, including Title VII and state anti-discrimination laws, the ADA and ADEA, the FLSA and state wage and hour laws, the FMLA and Pennsylvania and Philadelphia leave laws.
- Obtained dismissal with prejudice on a Motion to Dismiss as to claims filed against a skilled nursing provider by a former employee who claimed that the employer wrongfully terminated her in violation of public policy, the New Jersey Conscientious Employee Protection Act

(“CEPA”) and the New Jersey Law Against Discrimination (“LAD”).

- Assisted in the defense of an FLSA and PMWA class and collective action against franchise of national restaurant chain.
- Assisted the coordinator team for all labor matters under Pennsylvania’s Municipalities Financial Recovery Act (Act 47) for a financially distressed municipality.
- Represented a collections action on behalf of a large Philadelphia non-profit seeking unpaid amounts from inception through the eventual collection of the debt.

## **NEWS / EVENTS**

### **E-Alerts**

- The Government Workplace: Free Speech Rights of Public Employees