

# CHERYL U. BROWN




## PRACTICE GROUPS

Labor & Employment | Business Planning & Transactions

## AREAS OF FOCUS

Religious Institutions | Employment, Non-Competition & Severance Agreements | Employment Audits | Employment Discipline & Discharge | Employment Litigation & Dispute Resolution | Employee Classifications & Independent Contractors | Employee Policies & Procedures | Human Resources Advise & Counseling | FMLA & ADA | Government Contracting | Management & Employee Training (SHRM Provider Certified) | Wage & Hour Compliance & Litigation | Workplace Investigations

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Cheryl is an experienced labor and employment attorney handling matters including the defense of state and federal discrimination claims, workplace and sexual harassment charges, wrongful discharge, ADA and ADEA claims, wage and hour issues, FMLA disputes, employment contracts, restrictive covenant agreements, general contract claims, employment-related, and other business tort claims.

She represents clients from a broad range of business industries including non-profits, medical practices and religious institutions throughout the federal, state, and local court system and administrative agencies. Representing government contractors in employment matters; Cheryl has successfully handled Department of Labor, OFCCP, OSHA and other federal agency investigations and subsequent charges related to I-9s, EEO compliance and FLSA wage and hour issues under the Service Contract Act.

## EDUCATION

- Emory University, B.A., Political Science
- Widener University School of Law, J.D.

## PROFESSIONAL & COMMUNITY INVOLVEMENT

- LifeBridge Health/Northwest Hospital, Board Member (2021-Present)
- Howard County Chamber, Chair Elect, Board of Directors & Co-Chair Legislative Committee
- Maryland Chamber of Commerce, Labor & Employment Committee
- Maryland SHRM State Council, past State Government Affairs Chair, (2017-2020)
- Howard County HR Society, Board Member & Legislative Chair
- Maryland Bar Association, Labor and Employment Law section
- SHRM Recertification Provider