

# Fisher Broyles

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**Practice Areas:** Labor & Employment; Outsourcing; General Corporate; Commercial Transactions; Litigation – Civil Pretrial and Trial Services

**Bar Admissions:** Georgia; Georgia Court of Appeals; Supreme Court of Georgia; U.S. Court of Appeals, 11th Circuit; U.S. District Court – Northern District, GA; U.S. District Court – Middle District, GA; U.S. District Court – Eastern District, TN; U.S. District Court – Eastern District, MI

**Education:** Emory School of Law, J.D., 1991; University of Rochester, B.A., History/Political Science, 1988

**Experience:** International Personnel Resources, *General Counsel*; Ford & Harrison, LLP

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## Recent Representative Successes Include

- Successfully defending a client company from a USDOL wage and hour audit
- Successfully defending a client company from a USDOL foreign worker discrimination audit
- Successfully defending a client company from a state DOL audit
- Successfully defending clients in FMLA, Title VII and ADA lawsuits and arbitrations

## Presentations & Teaching Experience

- Presenter – Arbitration Agreements – NAPEO’s 2019 Capital Summit – Alexandria, VA (May 22, 2019)
- Presenter – NLRB September Regulation Proposal – Joint Employment Update – Webinar (October 2018)
- Presenter – Joint Employer Redux: NLRB Update and Other Developments – Webinar (October 4, 2018)
- Presenter – 2018 PrismHR Conference & Training – San Antonio, TX (June 12, 2018)
- Presenter – Ethics Session: PEO Client & Carrier Interplay – NAPEO’s 2018 Capital Summit – Alexandria, VA (May 23, 2018)
- Presenter “Joint Employment Update” – Webinar (April 25, 2018)

- Presenter – What's New In PEO Legal Operations – Increased Litigation, ADR, Ban the Box – NAPEO's 2017 Annual Conference & Marketplace – Orlando, FL (September 7, 2017)
- Presenter – 2017 PrismHR Conference & Training – Nashville, TN (June 14, 2017)
- Presenter – The Next Wave of EEOC Discrimination Claims: Mental Disabilities and Implicit Bias in the Workplace – NAPEO's 2017 Capital Summit – Alexandria, VA (May 11, 2017)
- Presenter – NAPEO's Mid-Atlantic Leadership Council Forum – Employment Law Update (April 25, 2017)
- Presenter – USCIS Releases New I-9 Form: What You Need to Know – Complimentary – Webinar (December 14, 2016)
- Presenter – NAPEO's Michigan/Mid-West Leadership Council Forum, Employment Law Update (November 10, 2016)
- Presenter – 2016 NAPEO Annual Conference, What's Cooking at the EEOC (September 2016)
- Presenter – 2016 NAPEO Carolinas LCF, Employment Law Update (July 19, 2016)

### Publications

- Quoted in "Avoid a Worker's Comp Disaster With Smart Electric Scooter Limits for Employees", XMI Insights (June 4, 2019)
- Contributor – Federal Government Shutdown Effect on Employers – Legal Alert (January 19, 2019)
- Author – Developments in Arbitration Agreements – *PEO Insider* (November 2018)
- Author – "PEO Start-Ups" – *PEO Insider* (May 2018)
- Contributor – Employers Must Use New I-9 Form Beginning September 18, 2017 – Legal Alert (September 15, 2017)
- Author – The EEOC Issues Guidance for Mental Health in the Workplace – *PEO Insider* (August 2017)
- Contributor – USDOL Withdraws Joint Employment and Independent Contractor – Legal Alert (June 12, 2017)
- Author – The 2017 EEOC Strategic Enforcement Plan – *PEO Insider* (May 2017)
- Contributor – Fair Credit Reporting Act Background Check Issues for PEOs – *PEO Insider* (September 2016)
- Contributor – Uber Cases Could Spur New Employee Classification – Legal Alert (May 6, 2016)
- Author – New Definitions of Joint Employment: Problematic for PEOs? – *PEO Insider* (May 2016)
- Contributor – Apple-Federal Government Standoff Mirrored in the Workplace – Legal Alert (March 2, 2016)
- Contributor – Top 10 Employee Handbook Updates for 2016 – Legal Alert (February 9, 2016)
- Contributor – Form M-1 Filings Due March 1, 2016 for MEWAs – Legal Alert (February 8, 2016)
- Contributor – What's on the Horizon for Employers in 2016? – Legal Alert (January 14, 2016)