

# Fisher Broyles

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**Practice Areas:** Employment; Mediation; Litigation — Civil Pretrial and Trial Services; Litigation & Risk Mgmt; Cannabis, Hemp, and CBD

**Bar Admissions:** Pennsylvania; New Jersey; District of Columbia; Eastern District of Pennsylvania; Middle District of Pennsylvania; Western District of Pennsylvania; District of New Jersey; District of Columbia; Third Circuit Court of Appeals

**Education:** The George Washington University, *JD* 2001; University of Pennsylvania, *B.A.*, 1998

**Experience:** Dilworth Paxson LLP

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## **Do you know that scientist in the action movie who has all the correct answers if only the government would pay attention?**

If you want a nerdy employment-lawyer brain to help you solve HR-compliance issues proactively before the action sequence, Eric is here to help. Eric offers day-to-day employment counseling, workplace/wage-and-hour audits and investigations, and other prophylactic measures to keep your workplace working while you focus on running your business.

Even with the current COVID-19 pandemic, employers turn to Eric early and often (at all hours of the day) for advice to decipher the myriad federal, state, and local coronavirus laws that change the legal landscape and otherwise mitigate risk. Eric often hosts complimentary interactive Zooms to educate HR on this one-in-a-lifetime workplace disruption. For more details on Eric's live chats and for free, daily email updates, consider subscribing to his blog, The Employer Handbook ([www.TheEmployerHandbook.com](http://www.TheEmployerHandbook.com)) by clicking [here](#).

When training is at the top of most employers' lists, they regularly contact Eric for help too. Eric has testified before Philadelphia City Council and the Pennsylvania House Labor and Industry Committee to address harassment and sexual misconduct in the workplace. The United States Equal Employment Opportunity Commission (EEOC) has approved Eric to train your workforce from rank-and-file to the C-Suite. He has presented five times at [the EEOC's EXCEL conference](#), the premier national training conference for federal and private sector EEO managers, supervisors, practitioners, HR professionals, attorneys, and Alternative Dispute Resolution (ADR) specialists. Eric is also a frequent presenter on the local and national HR circuit, including [the SHRM Annual Conference & Exposition](#). If you'd more information about booking Eric to train your workforce, click [here](#).

### **But can Eric litigate too? Is water wet?**

Eric brings all of his know-how to bear in the courtroom as a zealous advocate for businesses of all sizes. Eric is a trial-tested, experienced litigator that has represented companies of all sizes in a veritable alphabet soup of employment law claims, such as the ADA, ADEA, CEPA, FMLA, FLSA, NJLAD, PHRA, Title VII, and USERRA. Among other successes, Eric obtained the first defense verdict in over a decade (in an employment case, or otherwise) from a federal civil jury sitting in Easton, PA. Eric has also prevailed at labor grievance arbitration.

Eric also helps clients litigate disputes involving restrictive covenants such as non-competition and non-solicitation agreements and conflicts over the use of trade secrets and other confidential information.

### **An increasing part of Eric's multi-faceted practice is helping parties get to "yes" through alternative dispute resolution.**

For over a decade, Eric has mediated nothing but employment law matters as a go-to neutral for both employee-rights and management-side attorneys to resolve disputes for their clients. Eric is a volunteer mediator for the United States Equal Employment Opportunity Commission and a court-appointed mediator in the federal court system. However, Eric is ready, willing, and able to resolve matters for parties that contact him directly. You can download a copy of Eric's mediator CV by clicking [here](#).

Additionally, Eric has designed a continuing legal education program to improve attorneys' performance when representing their clients at employment law mediations. If you'd like to book Eric to present this training module, click [here](#).

### **Eric helps C-Suite Executives with onboarding and offboarding too.**

Eric also negotiates sophisticated employment agreements for senior leaders. Eric bargains hard and carefully explains to clients all of the substantive “legalese” to facilitate an educated business decision. Unfortunately, employment can end abruptly. Often it’s not amicable. Sometimes, the termination reasons seem pretextual. Eric leverages his experience representing employers and resolving employment disputes to help provide a longer financial runway for individuals after employment ends. His creative fee agreements with clients offer peace of mind during a stressful time and help them maximize their return on their investment in Eric.

### **In case you are wondering, Eric does sleep. Just not much.**

Eric publishes The Employer Handbook ([www.TheEmployerHandbook.com](http://www.TheEmployerHandbook.com)), an employment law blog for employers that the ABA Journal inducted into its Blawg100 Hall of Fame. (You can sign up to receive free, daily email updates from the blog by clicking [here](#).) In addition to being a frequent presenter across the country on HR-compliance issues, among other outlets, Eric has been quoted in ABCNews.com, NBCSports.com, AMEX’s Small Business Open Forum, Inc. Magazine, Business Insurance, Entrepreneur, Law360, Mashable.com, The Wall Street Journal, and the British tabloids. Eric is also a past President of the Pennsylvania Bar Association Labor & Employment Law Section.

### **Memberships**

2016-2021 Pennsylvania Super Lawyers

2010-2015 Pennsylvania Rising Stars

### **Publications**

The Employer Handbook ([www.TheEmployerHandbook.com](http://www.TheEmployerHandbook.com))