



The
Farrington
Law Firm, LLC

About Us

The Farrington Law Firm was founded in 2003 to provide a unique alternative in legal services for employers facing workplace challenges and compliance issues. We regularly represent large and small employers in civil litigation and federal, state and local government investigations throughout the United States. In addition to our national litigation and government investigation practices, we work with our clients daily to provide counseling on the array of statutes governing the employment relationship.

Experienced Attorneys

All of the attorneys in the Firm have significant experience with national law firms, as well as in-house experience in both the public and private sectors. As a result, we are acutely aware of the business implications of litigation. This experience and depth of understanding makes us uniquely qualified to partner with executive decision-makers and in-house counsel responsible for mitigating risk and financial liability. Thoughtful, practical consideration of the business needs and objectives of our clients is the foundation of our client service philosophy. Recently, the value of this philosophy was recognized by Sodexo, Inc.'s Law Department with an award for excellence in client service.

Clients

Our clients range from small and medium-sized regional businesses to Fortune 500 companies, each with its own culture and unique set of workplace challenges. Representative clients include:

- Airbus Americas, Inc.
- American Microwave Corporation
- Architectural Ceramics, Inc.
- Fidelity Investments
- Gelman, Rosenberg & Freedman, CPAs
- Hotel Tabard Inn
- Patriot Technologies, Inc.
- Planet Technologies, Inc.
- Sidera Networks
(formerly RCN Corporation)
- Ross Stores, Inc.
- Scientific Games, Inc.
- Sodexo, Inc.
- United Way Worldwide
- US Airways, Inc.

We have experience across a wide spectrum of industries:

- Architecture / Engineering
- Aviation
- Financial Services
- Food Services
- Government Contractors
- Healthcare / Pharmaceutical
- Manufacturing
- Non-Profit
- Professional Services
- Retail
- Technology
- Communications

Recent Success

- The Firm recently won a case on behalf of US Airways before the U.S. Court of Appeals for the First Circuit establishing the first federal appellate court ruling on the scope of a bankruptcy discharge in employment discrimination cases.
- The Firm was recognized by Sodexo's Law Department with an award for excellence in client service.
- Dan Farrington has been recognized by the *Washington Business Journal* as one of Washington's top lawyers.

Client Services

We work closely with our clients to prevent and solve workplace problems that threaten to slow business and inhibit growth. By keeping our clients abreast of changes in the law and offering customized management training, we enhance compliance and protect against employee lawsuits, allowing our clients to stay focused on business. We provide regular counsel on:

- The Age Discrimination in Employment Act (ADEA)
- The Americans With Disabilities Act (ADA)
- The Fair Labor Standards Act (FLSA)
- The Family and Medical Leave Act (FMLA)
- Title VII of the Civil Rights Act of 1964
- State and Local Employment Laws
- Employment Termination Issues
- Employment Discrimination and Harassment
- Implementing Customized Management Training Programs

Strategic Litigation Avoidance

We recognize that even successful litigation can be expensive and time consuming. We help employers minimize the risk of employee lawsuits through vigilant compliance with the complex array of federal, state and local laws and regulations governing the workplace.

Employment Litigation

Despite a company's best efforts, litigation is sometimes unavoidable. The Farrington Law Firm operates on a national platform and has substantial experience representing a broad range of employers in litigation matters in federal and state trial and appellate courts and before administrative agencies responsible for enforcing the employment laws. When retained for a litigation matter, we represent our clients' interests efficiently, thoroughly and aggressively. We seek the quickest and most economical results for our clients, consistent with their strategic business goals.

The Farrington Law Firm Employment Practices Audit

The cornerstone of our litigation avoidance strategy is our Employment Practices Audit, a comprehensive review of an employer's policies and practices designed to identify and correct potential legal problems before they arise. We examine compliance with federal, state and local laws regulating:

- Record keeping and record preservation requirements
- EEOC annual reporting requirements
- Anti-harassment policies and enforcement
- Family and Medical Leave Act notices and designations
- Accommodation requirements for disabled candidates and employees
- Wage and overtime practices
- Pre-employment applications and questionnaires
- Medical inquiries and examinations of employees
- Drug testing of employees
- Reference-giving policies
- Workplace privacy
- Compliance with legal notice posting requirements
- Arbitration agreements between employers and employees
- Other laws and regulations governing the employer-employee relationship

Situation Analysis

After the audit, we will meet with your management team to review our findings to ensure that your team understands the audit results and to provide the tools needed to implement any recommended changes. Additional topics covered include:

- Requirements of the various anti-discrimination laws
- Reasonable accommodation requirements of the Americans With Disabilities Act
- When an employee is entitled to Family or Medical Leave and how to protect the employer's interests when an employee takes Family or Medical Leave
- When an employee is entitled to time off for military service
- What topics are off limits during an employment interview and how seemingly benign questions in an interview can give rise to employer liability under the anti-discrimination law
- How taking certain actions when faced with a harassment complaint from an employee can insulate the employer from liability, and how taking other actions can enhance the employer's liability exposure
- The nuances of state and local law, such as when an employee has a legal right to time off of work to attend a child's school play or to register for a college class



Daniel E. Farrington, Founding Principal

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Dan Farrington is the Founding Principal of the Firm and was recently recognized by the *Washington Business Journal* as one of Washington's top lawyers. For more than ten years, his practice has focused on the laws governing the employer-employee relationship. Dan has extensive experience in all aspects of employment and labor law and has represented employers across the country in claims involving Title VII, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), state and local laws prohibiting employment discrimination and harassment, the Fair Labor Standard Act (FLSA) and state wage and hour laws, the Family and Medical Leave Act (FMLA) and state leave laws, affirmative action plans and other requirements of government contractors, employee benefits, drug and alcohol testing, employment contracts, non-competition agreements and other restrictive covenants and executive compensation.

Dan's clients range from small medical practices and medium-sized regional employers to Fortune 500 companies. He has substantial experience in the airline, retail, food services, healthcare, information technology and government contracts industries. He regularly represents clients in employment-related litigation in state and federal trial and appellate courts nationally, labor arbitrations and administrative claims and hearings before the United States Equal Employment Opportunity Commission, the United States Department of Labor and various state and local agencies.

In addition to his litigation practice, Dan provides day-to-day advice and counseling to employers to help them work through employee compensation, discipline and termination issues in creative ways that offer appropriate business solutions while minimizing liability exposure. He routinely drafts employment agreements and employee handbooks and provides topical workplace training for management and other human resources professionals.

Prior to founding the Firm in 2003, Dan practiced employment law in the Washington, D.C. office of O'Melveny & Myers LLP and served as in-house employment counsel to the United States Senate. Previously, he served as a law clerk to the Honorable J. Frederick Motz, then-Chief Judge of the United States District Court for the District of Maryland.

Education

- J.D., *cum laude*, Georgetown University Law Center
- B.A., University of Florida

Admissions

- District of Columbia
- Maryland
- Courts of Appeals for the First, Third, Fourth, and District of Columbia Circuits
- U.S. District Court for the Districts of Maryland, District of Columbia, Northern District of Illinois
- United States Supreme Court

Sarah K. Biran, Senior Counsel

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Sarah K. Biran is Senior Counsel with The Farrington Law Firm, where she focuses her practice on employment-related litigation and regulatory matters. Sarah represents clients in a variety of employment and labor law matters, including civil litigation and administrative investigations. In addition to litigation and regulatory experience, Sarah has experience drafting and negotiating contracts, drafting handbooks, conducting internal investigations, and counseling clients on a wide variety of day-to-day business and regulatory matters.

Prior to joining the Firm, Sarah served as Associate General Counsel for Yale University and practiced in the Washington office of O'Melveny & Myers LLP. Previously, she served as a law clerk to the Honorable David F. Levi, then Judge of the United States District Court for the Eastern District of California.

Education

- J.D., Stanford Law School
- B.A., *magna cum laude*, Williams College

Admissions

- California
- Connecticut
- District of Columbia
- Maryland
- U.S. District Court for the District of Maryland

Margaret Jacobsen Scheele, Senior Counsel

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Margaret Jacobsen Scheele is Senior Counsel with The Farrington Law Firm where she focuses her practice on employment-related litigation and regulatory matters. Margaret has significant employment law experience in private practice, as well as six years of experience as an in-house employment attorney with MCI Communications Corporation. Margaret's extensive in-house experience provides her with an exceptional ability to work with executive decision-makers and in-house counsel and to understand the business needs and objectives of our clients.

Prior to joining the Firm, Margaret practiced employment law in the Baltimore office of Miles & Stockbridge P.C., in-house at MCI Communications Corporation and in the Tysons Corner, Virginia office of Akin Gump Strauss Hauer & Feld LLP.

Education

- J.D., with honors, University of Maryland School of Law
- Notes and Comments Editor, *Maryland Law Review*
- M.A., with honors, Syracuse University
- B.A., *summa cum laude*, The College of Notre Dame of Maryland

Admissions

- Maryland
- U.S. District Court for the District of Maryland
Fourth Circuit Court of Appeals