

**Michelle Sumner, Associate**
msumner@ntlakis.com | 202.629.5656 **DIRECT****EDUCATION**

J.D., Northwestern University
School of Law
M.S., Florida State University
B.S., Florida State University

BAR ADMISSIONS

Virginia
Massachusetts
District of Columbia

COURT ADMISSIONS

U.S. District Court for the
District of Columbia

Michelle Sumner advises employers on the full range of U.S. federal and state employment laws, including those enforced by the Department of Labor's Wage and Hour Division (WHD), Office of Federal Contract Compliance Programs (OFCCP), and Occupational Safety and Health Administration (OSHA). Her practice also includes advising and representing employers in matters before the U.S. Equal Employment Opportunity Commission (EEOC) and its state counterparts, as well as the Department of Homeland Security's U.S. Citizenship and Immigration Services (USCIS).

Michelle has extensive experience counseling and representing employers on matters involving wage and hour, immigration, health and safety, equal employment opportunity, executive compensation, employment agreements, confidentiality and trade secrets, and diversity and inclusion. She also has significant experience assisting government contractors and emerging growth companies during initial start-up, operation, and acquisition.

Michelle has represented employers across a wide range of industries, including technology, defense, energy, real estate, retail, pharmaceutical, aerospace, food service and logistics. She has served as the assistant general counsel for a well known educational and policy studies organization in Washington, D.C., and as an employment associate with the Washington, D.C. and Reston, VA offices of a large international corporate law firm.

Michelle provides clients with a full range of advice and counsel on workplace legal and compliance requirements, including:

- ▶ Advising employers on defending charges of discrimination before the EEOC and state and local fair employment practices agencies (FEPA)
- ▶ Developing policies and procedures to ensure compliance with federal, state, and local labor and employment law requirements
- ▶ Conducting investigations of alleged unlawful harassment, discrimination, and retaliation
- ▶ Developing training programs to facilitate positive employee relations and workplace compliance
- ▶ Counseling and training employers on the unique workplace requirements applicable to federal government contractors
- ▶ Advising employers during corporate transactions, including mergers and acquisitions, private equity transactions, and venture capital financings, and providing post-closing guidance and integration support
- ▶ Advising employers on issues relating to proprietary information and trade secret protection

In addition to her law firm role, Michelle also serves as Counsel to the Equal Employment Advisory Council (EEAC), where she helps EEAC members understand and meet their workplace compliance requirements. Michelle is also a Consultant with the firm's affiliated consulting group, Employment Advisory Services, Inc.