

**BIOGRAPHICAL INFORMATION  
OF  
COUNSEL FOR THE CLASS**

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**LAW OFFICES OF CYNTHIA N. SASS, P.A.**

**Cynthia N. Sass**  
Attorney

**Admissions:**

- **Florida Bar**, Admitted 1987
- **United States District Court, Middle District of Florida**, Admitted 1988
- **United States District Court, Southern District of Florida**, Admitted 1991
- **United States Court of Appeals for the Eleventh Circuit**, Admitted 2005
- **United States Supreme Court**, Admitted 2006
- **Certified County Court Mediator for the State of Florida**, 2002
- **Certified Circuit Court Mediator for the State of Florida**, 2002
- **Certified Mediator for the United States District Court, Middle District of Florida**, 2002

**Professional Activities:**

- **Chair** - The Florida Bar, Labor and Employment Law Section, 2006-2007
- **Chair-Elect** - The Florida Bar, Labor and Employment Law Section, 2005-2006
- **Legal Education Chair** - The Florida Bar, Labor and Employment Law Section, 2004-2005
- **CLE Chair** - The Florida Bar, Labor and Employment Law Section, 2003-2004
- **Executive Council Member** - The Florida Bar, Labor and Employment Law Section, 1998-2004
- **Co-Chair, Judicial Education Committee** - The Florida Bar, Labor and Employment Law Section, 2002- 2003
- **Co-Chair, Individual Rights Committee** - The Florida Bar, Labor and Employment Law Section, 1999
- **President** - Florida Chapter of National Employment Lawyers Association, 1999-2000
- **President-Elect** - Florida Chapter of National Employment Lawyers Association, 1998-1999
- **Member** - American Bar Association
- **Member** - Labor and Employment Law Section, The Florida Bar
- **Member** - National Employment Lawyers Association
- **Member** - Florida Chapter, National Employment Lawyers Association

- **Member** - Hillsborough County Bar Association
- **Member** - Labor and Employment Section, Hillsborough County Bar Association

**Honors and Awards:**

- *The Best Lawyers in America*- 2006 and 2007
- *Florida Super Lawyers* - Labor and Employment Law, 2006 and 2007
- *Florida Trend* - Legal Elite, Labor and Employment Law, 2005, 2006 and 2007
- *Martindale-Hubbell* - AV Rating
- *Martindale-Hubbell* - *The Bar Register of Preeminent Lawyers*, Individually
- *Martindale-Hubbell* - *The Bar Register of Preeminent Lawyers*, Law Firm
- *Stetson University College of Law* - Outstanding Faculty Member, Employment Law Trial Skills Program, 2001
- *Law and Leading Attorneys* - listing under Employment Law

**Law School:** University of Richmond, J.D., 1987

**College:** Smith College, B.A., 1984

**Published Articles:**

- ***Settlement of Employment Cases - Fighting For The Rights Of Florida Employees!***, Florida NELA Fall Conference, October 2007
- ***Drafting Considerations in Employment Settlement Agreements (Plaintiff's Perspective) - Preparedness in the Changing Environment of Employment Practice***, Tulane University Law School, 27<sup>th</sup> Annual Multi-State Labor and Employment Law Seminar, June 2007 Publication
- ***Current Legal Developments Under The FMLA- Plaintiff's And Defendant's Perspective - FMLA Update and 11<sup>th</sup> Amendment Immunity***, Florida NELA, 2006 Summer Conference, August 2006
- ***Current Legal Developments under the FMLA - Plaintiff's Perspective - Preparedness in the Changing Environment of Employment Practice***, Tulane University Law School, 24<sup>th</sup> Annual Multi-State Labor and Employment Law Seminar, June 2006
- ***How Do You Value Your Case?*** - Advanced Labor Topics, The Florida Bar, CLE Labor and Employment Law Section, May 2006
- ***Solving Unique Pay Questions - Wage and Hour Law: Answers to Everyday Questions***, National Business Institute, April 2006
- ***An Overview of the Fair Labor Standards Act for the Non-Employment Lawyer - Lawyer***, Hillsborough County Bar Association, February 2005

- ***Harassment and Discrimination Update for the Modern Workplace***, Human Resources Law Update, Sterling Education Services, Inc., July 2004
- ***Other Areas of Liability in Employment Discrimination: Age and Gender Discrimination*** - Fundamental Issues in Florida Human Resources Law, National Business Institute, January 2004
- ***Sexual Harassment: Employer and Employee Rights and Responsibilities*** - Fundamental Issues in Florida Human Resources Law, National Business Institute, January 2004
- ***Sexual Harassment: Employer and Employee Rights and Responsibilities*** - Fundamental Issues in Florida Human Resources Law, National Business Institute, May 2003
- ***Sexual Harassment: Employer and Employee Rights and Responsibilities*** - Fundamental Issues in Florida Human Resources Law, National Business Institute, May 2002
- ***Conducting the Interview*** - Selecting and Terminating Employees in Florida, National Business Institute, August 2001
- ***Department of Labor's Regulation Requiring Notice Under the Family & Medical Leave Act Held Invalid by the Eleventh Circuit*** - Lawyer, Hillsborough County Bar Association, November 1999
- ***Is Written Notice a Condition Precedent to Bringing a Whistleblower Cause of Action Against A Private Employer?*** - Lawyer, Hillsborough County Bar Association, March 1997
- ***Taxation of Recoveries Under the Age Discrimination in Employment Act After Schleier*** - Lawyer, Hillsborough County Bar Association, May 1995
- ***Sexual Harassment: Psychological Injury No Longer Necessary to Prove Hostile Work Environment*** - The Checkoff, The Florida Bar, Labor and Employment Law Section, 1993

**Speaking Engagements:**

- ***Settlement of Employment Cases*** - Florida NELA Fall Conference: Fighting For The Rights Of Florida Employees!, October 2007
- ***Drafting Considerations in Employment Settlement Agreements (Plaintiff's Perspective)*** - Tulane University Law School, 25<sup>th</sup> Annual Multi-State Labor & Employment Law Seminar, June 2007
- ***FMLA and 11th Amendment Immunity - Current Legal Developments Under The FMLA-Plaintiff's and Defendant's Perspective*** - Florida NELA, August 2006
- ***Fair Labor Standards Act*** - Florida Public Personnel Association, July 2006
- ***Current Legal Developments under the FMLA (Plaintiff's Perspective)*** - Tulane University Law School, 24<sup>th</sup> Annual Multi-State Labor & Employment Law Seminar, June 2006

- ***How Do You Value Your Case?*** - The Florida Bar, CLE Labor and Employment Law Section, May 2006
- ***Solving Unique Pay Questions*** - National Business Institute, April 2006
- ***Employment Discrimination Law Training Program for Judicial Law Clerks*** - Federal Judicial Center, January 2006
- ***The Florida Civil Rights Act*** - Thirteenth Judicial Circuit Seminar, August 2005
- ***Overtime: How the New Regulations Affect Your Clients or Your Company in Florida*** - National Business Institute, February 2005
- ***Arbitration - Pros and Cons from the Plaintiff's Perspective*** - HR Tampa Fall Expo & Legal Conference, November 2004
- ***Harassment and Discrimination Update for the Modern Workplace*** - Sterling Education Services, July 2004
- ***Employment Discrimination Update in Florida*** - National Business Institute, January 2004
- ***I Can't Possibly Be a Target*** - WCEA Conference, October 2003
- ***Employment Laws in Florida*** - Boardroom Perspectives, May 2003
- ***Fundamental Issues in Florida Human Resources Law*** - National Business Institute, May 2003
- ***Employment Laws in Florida*** - Delta Sigma Pi, March 2003
- ***Employment Laws in Florida - Hiring to Firing*** - WCFICPA, December 2002
- ***Starting off Right: Client Intake, Case Evaluation and Selection*** - National Employment Lawyers Association, June 2002
- ***Fundamental Issues in Florida Human Resources Law*** - National Business Institute, May 2002
- ***Keeping Ahead of the Tidal Wave of Employment Discrimination Issues - Program Chair***, The Florida Bar, CLE Labor and Employment Law Section, November 2001
- ***Wrongful Termination and Common Law Claims*** - American Bar Association, Stetson Law School, October 2001
- ***Conducting the Interview*** - National Business Institute, August 2001
- ***Selecting and Terminating Employees*** - National Business Institute, August 2001
- ***Round Table Discussions*** - Florida NELA, August 2001
- ***Employment Law Trial Skills Program*** - Stetson Law School, July 2001
- ***Moderator - The Pitfalls of Thinking of Clauses as Boilerplate (In Non-Competition Agreements)*** - American Bar Association, 2001 Midwinter Meeting, Section of Labor and Employment Law, March 2001
- ***Mediation and Pre-dispute Resolution and Investigation*** - American Bar Association, 2001 Midwinter Meeting, Section of Labor and Employment Law, March 2001
- ***Sex, Lies and Other Statutory Violations*** - Presentation - Florida Institute of Certified Public Accountants, February 2001

- ***Round Table Discussions: Panel Member on Employment Issues*** - Florida NELA, September 2000
  - ***Round Table Discussion: Panel Member on Employment Issues*** - Florida NELA Seminar, March 2000
  - ***Practical Tips and Issues Involved in Employment-Related Settlements From an Employee's Perspective*** - Florida NELA Seminar, September 1999
  - ***Restrictive Covenants: Attacking The New Servitude*** - National NELA - Tenth Annual Convention, July 1999
  - ***Employment Law Trial Skills Program*** - Stetson Law School, July 1999
  - ***Overview of Employer's Obligations Under Federal and State Law*** - Town & Country Chamber of Commerce, May 1999
  - ***Discovery Issues*** - ABA EEO Basics Seminar, April 1999
  - ***State Law Claims*** - Florida NELA Seminar, January 1999
  - ***Claim du Jour: Labor and Employment Law Issues for the Creative Practitioner - Issues Involved in Employment-Related Settlement Agreements from the Employee's and the Employer's Perspectives*** - The Florida Bar, Labor and Employment Law Section, February 1998
  - ***The Family Leave Act & Equal Pay Issues*** - American Society of Women Accountants, March 1998
  - ***New Traps and Sinkholes in the Florida Civil Rights Act*** - Florida NELA Seminar, January 1998
  - ***Stress and Mental Disorder: New Responsibilities for Employers Under the ADA*** - Personnel Law Update 1996 Convention, February 1996
  - ***New Responsibilities for Understanding Personnel Law*** - Council on Education in Management, July 1995
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**Janet E. Wise**  
Attorney

**Admissions:**

- **Florida Bar**, Admitted 1992
- **Georgia Bar**, Admitted 1992
- **United States District Court, Middle District of Florida**, Admitted 1994
- **United States District Court, Northern District of Georgia**, Admitted 1992
- **United States Court of Appeals for the Eleventh Circuit**, Admitted 1993

**Professional Activities:**

- **Board Certified** in Labor and Employment Law, since 2001
- **President** - Florida Chapter of National Employment Lawyers Association, 2007-2008
- **President-Elect** - Florida Chapter of National Employment Lawyers Association, 2006-2007
- **Chair, Sanctions Committee** - Florida National Employment Lawyers Association, 2005-2006
- **Member, Ethics and Sanctions Committee** - National Employment Lawyers Association, since 2002
- **Member** - Labor and Employment Law Section, The Florida Bar
- **Member** - Florida Chapter of National Employment Lawyers Association
- **Member** - National Employment Lawyers Association, since 1992

**Law School:** Georgia State University, J.D., 1992

**College:** Newberry College, B.A., *cum laude*, 1989

**Published Articles:**

- ***Who Can We Talk To? Ex Parte Communications and Ethical Concerns - Advocating the Rights of Employees in the 21<sup>st</sup> Century***, Florida NELA, April 2007
- ***Motions for Sanctions in Federal Court - Employment Law at its Best!***, The Florida Bar, Labor and Employment Law Section, September 2006
- ***Survey of Rule 11 Case Law from 7<sup>th</sup>, 8<sup>th</sup>, 9<sup>th</sup>, 10<sup>th</sup>, 11<sup>th</sup> and D.C. Circuits - Bridging the Divide: Strategies for Fairness in the Workplace***, National NELA, June 2006

**Speaking Engagements:**

- *The Care and Feeding of Witnesses* - National NELA, June 2007
  - *Who Can We Talk To? Ex Parte Communications and Ethical Concerns* - Florida NELA, April 2007
  - *Motions for Sanctions in Federal Court* - The Florida Bar, Labor and Employment Law Section, September 2006
  - *The Ethical Conundrum: Sanctions Against Plaintiffs and Their Attorneys* - National NELA, June 2006
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**Kendra Dawn Presswood**  
Managing Attorney of Satellite Office

**Admissions:**

- **Florida Bar**, Admitted 1992
- **United States District Court, Middle District of Florida**, Admitted 1995
- **United States District Court, Southern District of Florida**, Admitted 1998
- **United States District Court, Northern District of Florida**, Admitted 1998
- **United States Court of Appeals for the Eleventh Circuit**, Admitted 1996
- **United States Supreme Court**, Admitted 1998

**Professional Activities:**

- **Board Certified in Labor and Employment Law**, The Florida Bar since 2004
- **Vice President of Programming** - Florida Chapter of National Employment Lawyers Association, 2004-2005
- **Member** - Labor and Employment Law Section, The Florida Bar
- **Member** - Appellate Practice Section, The Florida Bar
- **Member** - National Employment Lawyers Association
- **Member** - Florida Chapter of National Employment Lawyers Association
- **Member** - Manatee County Bar Association
- **Member** - Sarasota County Bar Association
- **Member** - Manatee County Association of Women Lawyers
- **Member** - Stetson Law Review
- **Federal Judicial Intern**

**Law School:** Stetson University, J.D., *cum laude*, 1991

**College:** Southern Illinois University, B.A., *cum laude*, 1989

**Publications:**

- ***Employment Related Claims: Is There Coverage?*** - Trial Advocate Quarterly, Vol. 15, No. 2.
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**Jennifer D. Zumarraga**  
Attorney

**Admissions:**

- **Florida Bar**, Admitted 2000
- **United States District Court, Middle District of Florida** , Admitted 2000
- **United States Court of Appeals for the Eleventh Circuit**, Admitted 2000

**Professional Activities:**

- **Member** - The Florida Bar, Labor and Employment Law Section
- **Member** - The Florida Bar, Young Lawyers Division
- **Member** - Florida Chapter of National Employment Lawyers Association
- **Member** - Florida State University Law Review
- **Law Clerk** - Justice Barbara Pariente, Florida Supreme Court, 2000

**Law School:** Florida State University, J.D., *magna cum laude*, 2000

**College:** University of Florida, B.A., 1996

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**Yvette D. Daniels**  
Attorney

**Admissions:**

- **Florida Bar**, Admitted 2007
- **United States District Court, Middle District of Florida**, Admitted 2007

**Professional Activities:**

- **Member** - The Florida Bar, Labor and Employment Law Section
- **Member** - Florida Chapter, National Employment Lawyers Association
- **Member** - American Bar Association

**Honors and Awards:**

- *Dean W. Gary Vause Award*, Florida Bar Labor and Employment Law Section, 2006
- *Judge Alexander Paskay Bankruptcy Award*, Fall 2006

**Law School:** Stetson University College of Law, J.D., 2006

**College:** Stetson University, B.B.A., 2003

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**Loren R. Barron**  
Attorney

**Admissions:**

- **Florida Bar**, Admitted 2007

**Professional Activities:**

- **Member** - The Florida Bar, Labor and Employment Law Section
- **Member** - American Bar Association, Labor and Employment Law Section
- **Member** - American Association for Justice

**Honors and Awards:**

- *Internship*, Stetson's Environmental Law Internship Program, 2007
- *Liaison*, Stetson's Federal Judicial Internship Program, 2006

**Law School:** Stetson University College of Law, J.D., 2007

**College:** University of Delaware, B.A., 2003

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