

BIOGRAPHY

Nicole G. Minkow
Pearlman, Borska & Wax

Nicole G Minkow is Senior Employment Counsel with Pearlman, Borska & Wax and Chair of the firm's Employment Law Department. Prior to joining the firm, Nicole was of Counsel with Jackson Lewis LLP, a national employment law defense firm.

Nicole specializes in handling all aspects of employment defense litigation on behalf of employers and management. Nicole's experience includes cases involving claims for wage and hour violations under state and federal law, harassment, discrimination, retaliation, wrongful termination, breach of contract, defamation, fraud and unfair business practices. She also assists employers in defending against wage and hour class actions regarding alleged overtime violations, meal and break violations and minimum wage claims. Nicole has experience litigating before California's trial and appellate courts at the state and federal level. She has also successfully argued several cases before the California Court of Appeal.



In addition to litigating in California's state and federal courts, Nicole has handled several administrative hearings, arbitrations and personnel investigations for public sector employers throughout California. She has regularly advised public employers on disciplinary issues, handling grievances and Skelly rights.

Nicole regularly provides advice and counsel to management on all employment issues and conducts seminars and training for in-house counsel, risk managers, human resources managers and other personnel administrators on a variety of employment policies including employee handbooks and keeps her clients updated on new employment law developments.

Nicole is admitted to practice in all California State courts and the U.S. District Courts for the central and Southern Districts of California.

Nicole received her Juris Doctor in 1997 from Loyola Law School of Los Angeles where she was top oralist finalist in the Scott Moot Court Competition and a member of the Jessip International Moot Court Team. During law school, Nicole completed an externship for the Honorable Justice Kitching of the California Court of Appeal, Second Appellate District. Nicole received her Bachelor of Arts degree in sociology/law and society from the University of California, Riverside in 1994.

Nicole enjoys spending time with her family and traveling. She and her husband are the proud parents of two children who keep them very busy. She is also a purveyor of fine wines.



Founded on the principle of providing the employer community of California with quality legal services, the Law Offices of Pearlman, Borska & Wax (PB&W) has earned a state-wide reputation for aggressive and comprehensive representation in employment law, workers' compensation defense, subrogation, liability defense and labor-related matters.

Headed by founding partner Barry S. Pearlman, the firm has grown each year since its inception in 1984 to include equity partners, non-equity partners, litigation specialists and an experienced support staff.

The firm has never lost its focus in providing education, counseling and litigation support to employers, insurance carriers, and third party administrators. Over the years, the firm has developed an outstanding reputation for professionalism, innovation, and a high level of client satisfaction.

PB&W is actively involved in the Professionals in Human Resources Association, the Workers' Compensation Defense Attorneys' Association, and advisory committees on employer law and workers' compensation.

The firm has always prided itself on its cutting-edge and aggressive approach to litigation, as well as tailoring cost-effective solutions to our clients' issues. With more than 25 years of experience, our attorneys offer a wide-ranging expertise in handling all types of employment related issues. Our Employment Law Department specializes in assisting management with a variety of workplace issues, including sexual harassment, wrongful termination, discrimination, wage and hour issues, trade secret claims, employee privacy, breach of contract, and class action lawsuits. Our workers' compensation attorneys are knowledgeable about an array of work injuries, including exotic diseases, high exposure claims, and novel legal issues. The firm also provides complimentary education and training for its clients on relevant employment topics with an eye towards assisting companies in litigation avoidance.

Our expertise includes the following areas:

- Sexual Harassment
- Wrongful Termination
- Discrimination
- Family and Medical Leaves
- Employee Privacy
- Workplace Investigations
- Workplace Violence
- Disability Discrimination
- Wage and Hour Compliance
- Breach of Contract
- Unfair Business Practices
- Class Action Defense
- Whistleblower
- Management Training
- Reductions in Force/WARN Act Compliance
- Alternative Dispute Resolution

The firm's main office is located in Encino, California, the business center of the San Fernando Valley. With four offices located throughout the State of California, the firm provides legal representation throughout the State.