

Naureen Amjad

Principal, Chicago

namjad@masudafunai.com

312.245.7538

Chicago

203 N. LaSalle Street

Suite 2500

Chicago, IL 60601

Naureen Amjad is the Chair of the firm's Employment, Labor & Benefits group. She is an experienced employment attorney representing clients of all sizes across a wide variety of industries. She focuses her practice on employment counseling and litigation, representing companies in all aspects of employment law.

Naureen's employment law expertise includes defending employers in state and federal courts and before administrative agencies in matters that involve claims of discrimination, harassment, retaliation, wrongful discharge and violations of wage and hour statutes. She regularly counsels companies of all sizes on employee relations, employment agreements for non-supervisory employees up to C-suite executives, consultant agreements, vendor agreements, severance agreements, reductions in force, employee handbooks, employee benefit plans, various types of employment policies, occupational safety policies, COVID-19 policies, restrictive covenants and preventative litigation measures. Naureen is highly experienced with conducting workplace investigations and trainings on a variety of employment law topics including sexual harassment, accommodations and best practices. She is also a frequent author on federal, state and local employment law developments affecting businesses in a variety of industries.

Naureen has practiced in the labor and employment space for close to 20 years at large and mid-sized firms in Chicago. Immediately prior to joining Masuda Funai, she served as chair of the employment law practice group at another Chicago law firm.

Naureen also has experience representing business clients in commercial litigation and trademark matters.



Education

University of Illinois College of Law, J.D.,
Cum Laude, 2008

University of Illinois at Urbana-
Champaign, B.A., 2005

Admissions

Illinois

U.S. District Court, Northern District of
Illinois (Trial Bar)

U.S. District Court, Central District of
Illinois

U.S. District Court, District of New
Hampshire

U.S. District Court, Eastern District of
Missouri

U.S. District Court, Eastern District of
Tennessee

U.S. District Court, Northern District of
Ohio

Practice Areas

Employment, Labor & Benefits

Litigation

Intellectual Property & Technology

Languages

English

During law school, Naureen served as a judicial extern to Magistrate Judge David G. Bernthal of the U.S. District Court for the Central District of Illinois and Judge Holly F. Clemons of the Sixth Judicial Circuit.

Urdu / Hindi

Experience

- Successfully represented numerous employers against claims of discrimination, harassment and retaliation by current and former employees in federal and state courts.
- Represented a Fortune 500 company against a former employee in arbitration before the AAA involving claims of disability discrimination and failure to accommodate, resulting in a favorable decision for the company.
- Successfully represented a landscaping company in a federal lawsuit involving breach of restrictive covenant claims, resulting in a withdrawal of the complaint.
- Represented a national restaurant chain in federal court against wage and hour violations of failure to pay overtime and record-keeping brought by the U.S. Department of Labor and assisted with negotiating a favorable settlement for the restaurant chain.
- Obtained complete dismissal of an Illinois Consumer Fraud Act claim in a multi-party lawsuit before the Circuit Court of Cook County, Illinois.
- Successfully represented Chicago manufacturer against unfair labor practices charges by former employees before the National Labor Relations Board, resulting in a withdrawal of all charges.
- Conducted countless workplace investigations into complaints of discrimination, harassment and retaliation and prepared associated reports with factual findings and recommendations.
- Successfully represented countless employers against charges alleging discrimination, harassment and retaliation before federal and state administrative agencies by obtaining complete dismissal of such claims.
- Negotiated countless severance and release agreements for managerial and executive-level employees and assisted the employers in avoiding litigation.
- Successfully mediated charges alleging discrimination, harassment and retaliation before various tribunals.
- Prepared countless employee handbooks, manuals, policies, employment agreements, offer letters and restrictive covenant agreements for use by clients nationwide.
- Regularly counsel and train employers of all sizes on employee relations, compensation, leaves of absence, requests for accommodation, internal complaints, discipline,

performance improvement plans, terminations, reductions in force, plant shutdowns, occupational safety policies, sexual harassment and general preventative litigation measures.

- Obtained registration of and defended numerous trademarks before the United States Patent and Trademark Office.
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Memberships

- American Bar Association
- Chicago Bar Association