

## MARILYN G. MORAN

**Partner** / Orlando

mmoran@fordharrison.com / P: 407- 418-2310



**Marilyn G. Moran has been representing employers for over 20 years as a trusted advisor and experienced litigator.**

She is passionate about learning her clients' businesses from the ground up and working with management to solve problems and implement smart business solutions as efficiently as possible. Marilyn provides advice and training to employers on a wide variety of employment law issues, including discrimination, harassment, retaliation, wage and hour violations, non-competition agreements, executive compensation issues, and reductions in force. She also helps employers navigate the process of accommodating employees with disabilities under the ADA and managing employee leave under the FMLA and USERRA.

A seasoned litigator, Marilyn has a wealth of experience litigating employment law cases in court and in arbitration, and she has managed complex cases involving unfair competition and trade secret theft, federal and state class actions, and nationwide collective actions brought under the Fair Labor Standards Act.

Over the course of her career, Marilyn has represented many high-profile companies in Florida and around the nation in the industries of aviation, healthcare, energy, hospitality, restaurant and foodservice, manufacturing, banking and finance, technology, transportation, broadcast media, family entertainment, global security and defense, and local government, among others. Her aviation experience includes conducting harassment investigations, drafting employment policies and procedures, representing airlines in AIR21 whistleblower actions, arbitrating labor grievances, and defending airlines in employment law actions filed in federal and state courts.

### Representative Experience

- » Represented global manufacturing company and obtained permanent injunctive relief in a case involving violation of proprietary information agreements by former employees.
- » Represented large home healthcare company in hybrid

### EDUCATION

- » University of Florida College of Law (J.D., *with honors*, 1998)
- » University of South Florida (B.A., *magna cum laude*, 1994)

### BAR ADMISSIONS

- » Florida

### COURT ADMISSIONS

- » U.S. District Court for the Southern District of Florida
- » U.S. Court of Appeals for the Eleventh Circuit
- » U.S. Supreme Court
- » U.S. District Court for the Middle District of Florida

state/federal wage and hour class and collective action.

- » Represented national insurance broker in pregnancy discrimination case brought by the Equal Employment Opportunity Commission (EEOC).
- » Represented academic direct support organization (DSO) in case alleging race discrimination against well-known public figure.
- » Represented nursing college and obtained favorable award at arbitration in case alleging disability discrimination.
- » Represented military healthcare contractor in transgender discrimination case.
- » Represented large public sector utilities provider in court and before PERC in cases alleging discrimination and retaliation based on age, sex, race, and/or veteran status.
- » Represented international manufacturer in case involving age discrimination.
- » Represented international chain of theme restaurants in wage and hour collective action and multiple class actions brought by tipped employees.
- » Represented international family entertainment and media enterprise in disability discrimination case.
- » Represented global energy provider in misappropriation of trade secrets action brought against former employees who formed competitive business in power generation industry.
- » Represented large global fruit juice producer in breach of contract action brought by former employee and obtained favorable defense verdict after trial.
- » Represented large transportation company in case of first impression involving insurance coverage.
- » *Per Florida Bar rules, information on litigation and other legal successes has not been disclosed but is available upon request.*

## Honors & Awards

- » "Florida Rising Stars," by *Super Lawyers* magazine (2010)
- » *The Best Lawyers in America* – Employment Law - Management (2021-2026)

## Memberships

- » *Best Lawyers in America* - Employment Law - Management (2021)
- » The Florida Bar, Federal Court Practice Committee

- » Middle District of Florida Grievance Committee
- » Orange County Bar Association, Labor and Employment Law Committee
- » Federal Bar Association, Orlando Chapter, Member and Former President

## News & Insights

- » August 17, 2023 - Nineteen Florida-Based FordHarrison Attorneys Listed in the 2024 Best Lawyers in America and Eight Listed in Ones To Watch
- » June 07, 2023 - "Michigan's Miscue—Is Your Company Ready for a Social Media Scandal," EntertainHR
- » April 26, 2023 - "What Tiger Woods's Foot Can Teach Employers About Managing Employees' Medical Conditions," EntertainHR
- » November 02, 2022 - "Kanye's Getting Cancelled: How to Respond to Employees' Racist Comments," EntertainHR
- » July 27, 2022 - "Incessant Fighting Among Bravo's Real Housewives Illuminates the Need for Employers to Defuse Drama at Work," EntertainHR

## Offices

- » *Orlando:*  
300 South Orange Avenue, Suite 1300  
Orlando, Florida 32801