

# SHAWE ROSENTHAL<sub>LLP</sub>



## Parker E. Thoeni

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### Practice Areas

- Discrimination, Harassment and Retaliation
- Employment, Non-Compete/Non-Solicit, Confidentiality and Severance Agreements
- Employment Litigation, including complex Class and Collective Actions
- FMLA/ADA/Workers' Compensation Leave Management
- Grievance and Labor Arbitration
- Human Resources Advice and Counseling
- Personnel Policies, Procedures and Handbooks
- Unfair Competition, Restrictive Covenants and Trade Secrets Litigation
- Wage and Hour Compliance and Litigation
- Whistleblower Actions

### Honors

- Super Lawyers 2016-present
- Department of Justice Public Service Award, 2012

### Memberships

- American Bar Association
- Maryland State Bar Association

### Education

- American University Washington College of Law, J.D., cum laude, 2008
  - Editor, Business Law Brief
- Franklin and Marshall College, B.A., 2005

### Bar Admissions

- Maryland and District of Columbia
- United States District Court for the District of Maryland
- United States Courts of Appeals for the Fourth Circuit

Parker Thoeni represents management in employment litigation in state and federal courts, and in administrative proceedings before federal, state, and local administrative bodies. Parker also provides advice and counsel to employers with regard to personnel matters, including discipline and discharge, as well as the development of policies and procedures.

Parker has handled matters involving Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, the Occupational Safety and Health Act, the Employee Retirement Income Security Act, the False Claims Act, the Maryland Uniform Trade Secrets Act, the Computer Fraud and Abuse Act, the Fair Labor Standards Act, state and local Fair Employment Practices Acts, the Maryland Wage and Hour Law, the Maryland Wage Payment and Collection Law, agreements not to compete and/or solicit, employee confidentiality agreements, common law tortious interference, common law fiduciary duties, wrongful discharge, as well as applicable collective bargaining agreements.

Before joining Shawe Rosenthal, Parker was an associate with a national labor and employment law firm, defending management in employment litigation matters. Parker began his career as an attorney with the federal government where he gained significant experience representing management in labor and employment disputes.

Parker received his B.A. in Mathematics from Franklin & Marshall College and his J.D. from American University Washington College of Law, *cum laude*, where he was an editor of the Business Law Brief, a member of the Moot Court Honor Society Executive Board, and the Director of the National High School Moot Court Competition.