

EMPLOYMENT LAW ATTORNEY



John C. Holden

John Holden has the knowledge and expertise to help individuals and small businesses deal successfully with the complex area of employment law.

- Employment and Personnel Advice
- Investigate discrimination/Harassment Claims
- Severance/Independent Contractor Agreements
- Representation before the EEOC and Minnesota Department of Human Rights
- Representation before State and Federal Court

Employment Law and Advice for Individuals and Small Business

Over the past 30 years, I have worked closely with individuals and businesses throughout the Twin Cities metro area. This includes serving as an attorney in private practice, a contract attorney for Northwest Airlines and in-house counsel for C.P. Rail. These experiences allow me to take on a wide range of challenges and help businesses develop proactive strategies to ensure compliance with all federal, state and local laws.

Through the course of my career, I have assisted with the following:

- Investigating and resolving Equal Employment Opportunity (EEO) complaints and ensuring compliance with federal law.
- Negotiated and drafted Employment Contracts, Severance Agreements, Independent Contractor Agreements and Non-Competition Agreements on behalf of businesses and individuals.
- Orchestrated and investigated complex employment issues such as alleged violations of vulnerable adult act incidents, alleged CEO sexual harassment, anonymous harassing letters and numerous other employee complaints, incidences and problems.
- Achieved favorable results representing business clients and individuals regarding employment disputes involving Title VII, FMLA, ADA, Wage and Hour laws, Equal Employment Opportunity (EEO), and the Minnesota Human Rights Act.
- Counseled businesses on hiring and firing guidelines, drafted Employee Handbooks, and other employment policies and procedures.
- Negotiating and resolving numerous small business legal disputes
- Reasonable hourly rate.

Areas of Practice:

HOLDEN LAW FIRM PROVIDES COUNSEL IN THE FOLLOWING AREAS:

Preventative Law

- Hiring and Firing Decisions
- Employment Contracts
- Independent Contractor Agreements
- Non-Compete Agreements
- Employment Handbooks and Policies
- Employee Discipline and Discharge
- Severance Agreements

Mr. Holden provides employers with advice and counsel on preparing policy handbooks, avoiding pitfalls in firing and hiring procedures and investigating discrimination claims. His experience working as an in-house counsel, and also representing individuals, gives him the unique inside into how to guide employer-clients through the morass of employment laws while avoiding costly litigation.

Employment Law Disputes

Representation before:

- EEOC or Minnesota Department of Human Rights
- Unemployment Insurance Claims
- Other Administrative Agencies regarding Employment Claims
- Employment Claims Filed in State and Federal Court

Mr. Holden is results-oriented is a skilled attorney who provides aggressive and cost-effective representation. He represents individuals and small businesses in sex, race, disability and age discrimination and harassment claims. He handles disputes from the prelitigation stage through filing complaints with state and federal agencies and state and federal courts.

Employee Relations

- Independent Investigation of Race, Sex, Age and Disability Discrimination
- Thorough, Timely and Objective Reports
- Negotiate/Facilitate Resolution of Complaints

Mr. Holden can help your business set up procedure and policies for investigating and handling employee complaints of discrimination and harassment. His investigation services can be called upon if trained investigators are not on staff, if there is a conflict of interest, or if additional support is needed due to work load demands. Mr. Holden has the experience and skill to help you prepare a thorough, timely and factual report.

We are highly responsive to your needs, ensuring you get answers to your questions as quickly as possible.

Select General Counsel for Your Business

At Holden Law Firm, we're available to represent a select number of small businesses and nonprofits that have ongoing employment counsel, contract review, lease negotiations, conflict resolution and litigation management needs. Holden Law Firm's **Select General Counsel Program** can reduce turnover, improve employee morale, avoid costly litigation and reduce workers' compensation and unemployment claims. Many large businesses employ a General Counsel whose job is to provide legal services for that business and to work with outside counsel on matters that require special legal services. For small and medium size business that cannot financially afford to hire a full-time attorney, Holden Law Firm can make sure you are in compliance with both state and federal employment laws and regulations, offer advice and guidance in hiring and firing employees, and any other day-to-day legal needs associated with running a successful business. Holden Law Firm takes time to get to understand your business goals and objectives. Holden Law Firm will partner with you to ensure affordable yet continuous legal service to best protect your interests.

Additional services that Holden Law Firm provides include training and coaching on how to avoid discrimination and harassment complaints, how to investigate employee conduct, and other difficult employment issues.

Mr. Holden can provide your staff with training and coaching on how to handle personnel issues to avoid litigation.

Bar Admissions:

Minnesota, 1987;
U.S. District Court District of Minnesota, 1987

Associations:

Minnesota State Bar Association
Hennepin County Bar Association
SHRM
TCHRA
Minneapolis Chamber of Commerce

Education:

William Mitchell College of Law, St Paul, Minnesota,
1987 J.D.

University of Wisconsin, Madison, Wisconsin,
1982 B.A. (Poli. Sci. and History)

Contact:

From our offices in Edina, our firm serves clients in Minneapolis and the surrounding communities. Give us a call at 952-345-8272 or contact us online John@holdenlawfirm.com to learn more.



John C. Holden, Esq.
6600 France Ave. South, Suite 465
Edina, MN 55435

Office (952) 345-8272 • Fax (952) 345-8273

John@HoldenLawFirm.com
www.HoldenLawFirm.com