

## **EXPERIENCE**

**Law Offices of Cynthia N. Sass, P.A.**, Tampa, Florida 2014 – 2016

*Associate Attorney*

- Represented employers, employees, and unions in labor and employment law matters
- Achieved decisions for clients at court hearings, administrative proceedings, and local tribunals
- Deposed witnesses, obtained discovery, represented clients at mediations, and negotiated settlements
- Drafted employee handbooks, employment contracts, and settlement agreements

**Michigan State Court of Appeals**, Grand Rapids, Michigan 2011 – 2014

*Prehearing Attorney*

- Reviewed lower court case records and appellate briefs, researched issues, wrote prehearing reports advising the panel of appellate judges, and drafted per curiam opinions for the judges
- Scope of work included appeals arising from criminal, civil, and family law cases, foreclosures, and tax assessments

**Schlam Stone & Dolan LLP**, New York, New York Summer 2010

*Summer Associate*

- Researched law and drafted legal memoranda on a variety of topics, including criminal defense, real estate, securities, and commercial litigation
- Reviewed discovery, prepared trial exhibits, and assisted counsel during hearings

**Greater Boston Legal Services**, Boston, Massachusetts 2009 – 2010

*Law Student Practitioner*

- Represented clients in wrongful termination actions, unemployment benefits appeals, divorce proceedings, and eviction cases
- Deposed witnesses, drafted pleadings, negotiated with opposing counsel, and argued in court

**Superior Court, Commonwealth of Massachusetts**, Woburn, Massachusetts Summer 2009

*Judicial Clerk* for the Honorable Thayer Fremont-Smith

- Researched law and drafted legal memoranda on admissibility of evidence, burden of proof, and statutory interpretation
- Attended jury empanelment, motion sessions, civil and criminal trials, and attorney conferences

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## CIVIC ENGAGEMENT

### **Florida Supreme Court Jury Instruction Committee**

- Drafted proposed standard jury instructions for the Florida Public Whistleblower Act
- Drafted proposed standard jury instructions for the Florida Civil Rights Act

### **Publications**

- *Websites and Mobile Applications: Do They Comply with Title III of the Americans with Disabilities Act*, The Florida Bar Journal, Vol. 90, No. 8
- *Suing a Foreign (International) Defendant: Initial Steps*, Lawyer Magazine, March-April 2016, Vol. 26, No. 4

### **Speaking**

- *Using the National Labor Relations Act to Your Client's Advantage*, Florida NELA Annual Conference, September 5, 2015

## BAR ADMISSION & MEMBERSHIP

- State Bar of Florida; United States District Court, Middle District of Florida
- State Bar of Michigan; United States District Court, Western District of Michigan
- Florida Bar Labor and Employment Law Section
- Florida Chapter of the National Employment Lawyers Association
- Hillsborough County Bar Association
- Young Lawyers Division of the Florida Bar

## EDUCATION

### **Boston University School of Law**, Boston, Massachusetts

Juris Doctor, May of 2011

Concentration: Litigation and Dispute Resolution, *with honors*

Honors/Activities: School of Law Scholarship (annual recipient); Note Editor, American Journal of Law and Medicine; J. Newton Esdaile Appellate Moot Court; Student Advisor

### **Taylor University**, Upland, Indiana

Bachelor of Arts in Political Science, May of 2008

*Magna Cum Laude*

Activities: Dean's List (all years); Ethical Debate Team; Academic Tutor; One-on-One Big Brothers Program; Special Olympics Volunteer