



## Andrew H. Reiss

### Senior Counsel

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### Profile

**Andrew is a trial attorney specializing in business litigation matters involving all manner of business and commercial disputes including contract disputes, corporate management disputes and claims between businesses. He also handles employment law litigation, real estate litigation and construction litigation related to business relationships.**

Andrew has been a Board Certified Specialist in business litigation, as designated by The Florida Bar, since 2008. Board certification is the highest level of evaluation by The Florida Bar and is a distinction earned by less than ten percent of attorneys in Florida. Board certification in business litigation indicates that Andrew has demonstrated special knowledge, skills and proficiency in handling business litigation disputes and conducted a required number of trials involving business issues.

On behalf of business clients, Andrew has handled litigation matters involving ownership and management disputes between majority and minority owners of corporations and limited liability companies, separation and buyout issues, and dissolutions of corporate entities. He has also assisted with formation of corporate entities and preparation of shareholder agreements, membership agreements, operating agreements and other agreements involving owners and members of corporate entities.

Andrew has represented businesses in a wide range of employment-related disputes including litigation over employment contract claims, claims for unpaid and overtime compensation under state and federal law, enforcement of restrictive covenants including non-competition and non-solicitation agreements, and claims of harassment and discrimination under state and federal employment discrimination statutes. He also assists clients with investigation and pre-litigation resolution of employee complaints of sexual harassment, gender discrimination, age discrimination and retaliation. Andrew also consults with businesses on employment-related transactions including preparation of employment contracts, drafting of employment policy manuals and handbooks and preparation of separation and severance agreements.

Andrew has represented clients statewide in construction disputes involving contract claims by contractors, owners, developers and governmental entities, claims of defective construction by homeowners and condominium associations and enforcement of construction liens. He has also assisted construction industry clients

### Education

- University of Miami School of Law (J.D., *magna cum laude*, 1997)
- University of Pennsylvania (B.A. 1991)

### Bar/Court Admissions

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

### Practices

- Litigation
- Business Restructuring, Creditors' Rights and Bankruptcy

with preparation of construction contracts and documents.

In his trial practice, Andrew assists clients with litigation matters that arise in state and federal courts in Florida. Andrew has conducted non-jury and jury trials in both state and federal courts and participated in appellate matters in the Florida appellate courts. He has also handled numerous alternative dispute resolution matters including presuit and pretrial mediations as well as binding and non-binding arbitration proceedings

## Representative Matters

- Represented a medical device manufacturer in the successful enforcement of non-competition agreements against former employees who went to work for competing businesses.
- Represented a national pest extermination company in a federal court lawsuit brought by an employee alleging sexual harassment and physical assault by a branch manager. Following a trial in federal court, the jury found no liability on the part of the company.
- Represented a construction contractor in a dispute with the owner of a multimillion-dollar residence involving claims for unpaid compensation, defective construction and enforcement of a construction lien.
- Represented a national automobile dealership group in a lawsuit brought by multiple former salespeople alleging unpaid wages and fraudulent miscalculation of sales commissions. The plaintiffs attempted to have the matter certified as a class action involving all of the dealership group's salespeople nationwide, but the attempted class certification was denied.

## Honors & Affiliations

- Listed in:
  - *The Best Lawyers in America*®, Commercial Litigation, 2023-2024
  - *Florida Super Lawyers*® Business Litigation, 2015-2021
  - *Naples Illustrated Top Lawyers*® 2020, 2021
- Florida Bar Board Certified Specialist in Business Litigation
- Florida Bar, Student Education and Admissions to the Bar Committee
- Florida Bar Grievance Committee B, Twentieth Judicial Circuit
- Thomas S. Biggs Chapter American Inns of Court, Past President
- Collier County Bar Association, Board of Directors, President Elect

## Representative Publications

- "The Impact of *Nahar v. Nahar* on Comity in Florida," *Inter-American Law Review*, Fall 1995

## Other Activities

- Board of Directors for the PACE Center for Girls in Immokalee
- Leadership Collier Class of 2013
- Society for Human Resource Management, 2000-Present