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## Terminations and Severance Arrangements

Whether a mass layoff or termination of an individual employee, Pryor Cashman's Labor and Employment Group helps companies maneuver through the complicated labyrinth of applicable federal and state statutes and regulations.

Our group plays a critical role first in assessing whether or not the layoff or termination a company is contemplating is lawful or otherwise restrained by contractual or statutory obligations. For companies forced to undertake mass layoffs, we provide proper notices, severance agreements and releases. In addition, we often advise on and/or participate in our client's negotiations of individual severance packages with its executives and officers.

If negotiated severances are not successful, the Labor and Employment Group has a wealth of experience defending companies against unlawful termination claims, including discrimination, sexual harassment and breach of contract claims.

As with the other aspects of our practice, the Labor and Employment Group represents both employers and employees. Our group represents high level executives and officers who seek to obtain better terms of separation from their current employers. When appropriate, our attorneys are adept at furthering our client's cause through litigation as well as negotiations. Together with the firm's Executive Compensation, ERISA and Employee Benefits Group, our attorneys have structured separation packages for executives which maximized their severance payments while minimizing their tax liabilities.