



MICHAEL A. FREIMANN

PARTNER AND DEPUTY LEADER, EMPLOYMENT AND LABOR PRACTICE

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Michael Freimann is deputy leader of the firm's Employment and Labor practice and has more than 20 years of law experience. When advising clients, he draws on his distinctive background, which includes a decade of in-house experience, an extensive trial and litigation record, expertise as a traditional labor law attorney and numerous years as a military attorney.

As a former assistant general counsel for a Fortune 200 company with more than 70,000 employees and multiple subsidiaries, Michael understands and appreciates both the legal and business needs of his clients. He advises his clients on a full spectrum of employment and commercial disputes. Michael draws on his in-house experience to strategize with his clients and create favorable solutions and outcomes. However, if litigation becomes necessary, few attorneys can match his courtroom experience and success.

Employment Law

Michael draws on his in-house counsel experience to advise clients on the full spectrum of employment issues, from negotiating executive employment agreements to compensation, disciplinary actions, including termination, and enforcement of noncompete agreements. Experienced in handling contentious matters of all types, Michael has litigated and defended clients against allegations of discrimination, wrongful discharge, retaliation, wage violations and a myriad of other employment-related disputes.

Commercial Litigation

When favorable outcomes cannot be achieved through other means, Michael has a long track record of successfully resolving contentious matters for clients both at trial and through alternative dispute resolution. In addition to litigating a broad range of employment-related matters, Michael has represented clients in multi-weeklong trials and arbitrations involving claims such as breach of contract, fraud, unjust enrichment and breach of other fiduciary duties, as well as numerous other torts and causes of action.

Traditional Labor/Union

Additionally, Michael has vast experience with traditional labor law. This entails union organizing, National Labor Relations Board (NLRB) advice and litigation, unfair labor practice charges, management and supervisory training, collective bargaining negotiations, grievance administration and numerous labor arbitrations.

SERVICES AND INDUSTRIES

Alternative Dispute Resolution
Cannabis and Hemp Law
Class Action Litigation
Complex Commercial Litigation
Employment and Labor Litigation
Noncompete and Trade Secrets
Outside Corporate Counsel
Agribusiness and Food
Consumer Products and Services
Energy and Utilities
Health Care and Life Sciences
Manufacturing and Innovation
Sports, Media and Entertainment
Technology

ADMISSIONS

Colorado
Utah
U.S. District Court, District of Colorado
U.S. District Court, Southern District of New York
U.S. District Court, District of Nevada
U.S. District Court, Western District of Washington
U.S. District Court, Middle District of Georgia

Military Law

Michael is a retired Air Force colonel and former JAG. In this role, he acted as the general counsel for commanders and first sergeants providing advice and guidance on a wide range of military legal issues. Additionally, as a JAG, he prosecuted and defended dozens of courts-martial. In his civilian capacity, Michael continues to assist military members facing courts-martial, administrative boards and any other disciplinary and administrative issues. He also maintains a Top Secret Security Clearance.

EDUCATION

- Benjamin N. Cardozo School of Law (J.D., 1999)
- Lafayette College (B.A., 1996)
 - Economics

CHARITABLE AND CIVIC INVOLVEMENT

- Colorado Air National Guard

ACCOLADES

- *The Best Lawyers in America*®, Commercial Litigation (2023), Litigation - Labor and Employment (2023-present)
- 5280 Magazine Top Lawyer (2021-2022)

EXPERIENCE

Successfully Litigated Two Week-long Arbitrations

Represented and defended two separate clients in highly contested, regulatory intensive, week-long arbitrations for numerous claims, including breach of contract and fraud allegations.

Multiple Employee-Related Disputes

Helped resolve multiple disputes (more than \$10 million at issue) for numerous clients related to unpaid wages, commission payments, discriminatory allegations and wrongful terminations.

Negotiated Executive Employment Agreements

As part of a multimillion-dollar sale of the business, represented and negotiated employment contracts and compensation for executives who sold their successful business and remained on as senior management for the acquiring company.

\$9 Million Arbitration Award

Obtained approximately \$9 million award for startup company in a three-week trial/arbitration for breach of contract and breach of fiduciary duty.

Represented Homeowners in Complex Dispute

Represented homeowners in complex dispute with landowners and local municipality.

Defense against Discrimination Charges for Staffing Company

Served as national employment and litigation counsel for staffing company and successfully defended multiple litigation matters (in multiple jurisdictions) and charges of discrimination.

Protection Order Against Former Employee

Obtained protective order for client against former disgruntled and harassing employee.

Defense Against Allegations of FLSA Violations

Representing hotel/casino in class and collective action alleging Fair Labor Standards Act (FLSA) violations.

Defense Against Wrongful Termination Claims

Representing hotel/casino in multiple claims of wrongful termination.

Defense of Client Against TRO

Successfully defended client in a temporary restraining order (TRO) hearing against a former employer who tried to enforce a noncompete agreement.

Favorable Outcome in Breach of Contract, Fiduciary Duty, Other Claims

Obtained favorable outcome for client in breach of contract, breach of fiduciary duty claims and violation of restrictive covenants.

Defense of Hotel/Casino in Multi-plaintiff Litigation

Successfully represented hotel/casino in multi-plaintiff litigation in which plaintiffs alleged unsafe working conditions and wrongful termination(s).

Counsel in Sale of Circus Circus Hotel Casino

Counsel to MGM Resorts in its \$825 million sale of the Circus Circus Hotel Casino and Festival Grounds to an affiliate of businessman Phil Ruffin.

In-House Counsel for Hotel/Casino

Served as in-house counsel for hotel/casino and managed its labor arbitration matters during transition period.

Defense Against Wrongful Termination Claim

Successfully defended client in the cannabis industry for a claim of wrongful termination.

Won Contested Arbitration with Teacher's Union

Won contested labor arbitration involving the teacher's union.