



Fred S. Sommer

12505 Park Potomac Avenue
6th Floor
Potomac, MD 20854

T (301) 230-1990
F (301) 230-2891
fsommer@shulmanrogers.com

Fred S. Sommer, Chairman of the Firm's Employment & Labor Practice Group, has nearly 30 years experience representing employers in all aspects of employment and labor relations. Like many attorneys at the Firm, he joined Shulman Rogers after being a partner for many years at a large national law firm in Washington, D.C. Since joining the Firm in 1998, Mr. Sommer has overseen the significant growth of the Employment & Labor Practice Group.

Mr. Sommer represents employers in a wide variety of cases before Federal and state trial and appellate courts and administrative agencies, on matters such as discrimination, sexual harassment, wrongful discharge, breach of contract, and wage-hour disputes. He has extensive experience litigating cases involving non-compete agreements, trade secrets, unfair competition and related matters.

Moreover, Mr. Sommer regularly advises management on preventive measures to avoid litigation. Such advice ranges from day-to-day employment practices and policies to the employment implications and structuring of complex business acquisitions, sales and other significant transactions and decisions. He conducts investigations of harassment and discrimination claims, as well as employee misconduct. He provides training programs to management, supervisors and rank-and-file employees on numerous topics.

Utilizing his broad experience in union-related matters, Mr. Sommer regularly represents employers in collective bargaining negotiations, election and unfair labor practice proceedings before the National

PRACTICE AREAS

Employment and Labor Law

Commercial Litigation

EDUCATION

Boston University School of Law, Boston, Massachusetts, 1980, J.D.

George Washington University, 1977, B.B.A.

BAR & COURT ADMISSIONS

District of Columbia

Maryland

U.S. Court of Appeals, 10th Circuit

U.S. Court of Appeals, 3rd Circuit

U.S. Court of Appeals, 4th Circuit

U.S. Court of Appeals, 5th Circuit

U.S. Court of Appeals, District of Columbia Circuit

Fred S. Sommer (Continued)

Labor Relations Board, union organizing campaigns, grievance arbitrations, picketing, strikes and other labor disputes.

Mr. Sommer lectures at programs sponsored by bar committees, law schools, trade associations and others. He is also active in Firm management, serving on the Firm's Executive Committee for several years as well as its Board of Directors.

Successfully defended an employer in a jury trial brought by the EEOC. The EEOC claimed that a former employee was subject to both a sexually and racially hostile environment. The EEOC alleged, among other things, that the complaining employee and other employees were continually exposed to pictures of naked women, pornography at work, and were subjected to daily use of racial slurs and other racially and sexually offensive language, and that the employer did not take reasonable actions in response to the employee's complaints. After a 7 day trial, the jury disagreed.

U.S. District Court for the
District of Columbia

U.S. District Court for the
District of Maryland

NEWS

EEOC loses race, gender bias lawsuit

PAYDAY AT SHULMAN ROGERS

Tougher Sanctions Ahead for Worker Misclassification

EVENTS

True Tales of Employment Law

March 3, 2010

SEMINARS & SPEAKING ENGAGEMENTS

Lecturer, Bar Committees, Law Schools, Trade Associations and
Others