

## People



### Melissa L. Cizmorris

Partner, Labor and Employment

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Melissa Cizmorris focuses her practice on employment litigation and counseling. Melissa has litigated in state and federal courts throughout Colorado, Kansas, New York, and New Jersey and represents employers in a variety of labor and employment matters involving Title VII discrimination and harassment claims, FLSA and other wage actions, claims brought under the ADA and FMLA, and non-compete and trade secret enforcement. Melissa also advises human capital and human resources outsourcing companies such as professional employer organizations (PEOs).

Melissa provides a broad range of pre-litigation support to clients, including conducting audits and investigations and drafting handbooks, policies, and agreements. She also assists in interpreting and applying policies, navigating compliance issues, and fairly and effectively handling employee discipline and termination.

## Published Work and Lectures

- PEO Capital Summit, Speaker, "State Pay Transparency Laws," May 22, 2023
- NAPEO Webinar, Presenter, "PEO University: Client Service Agreements and Licensing for PEOs," October 15, 2020
- NAPEO 2020 "Navigating Uncharted Waters" Virtual Conference, Speaker, "FLSA and Teleworking During the Pandemic," September 15, 2020
- NAPEO Webinar, Presenter, "Returning to Work During the COVID-19 Pandemic - Part 2," May 6, 2020

## Related Professional Experience

- Volunteer Law Clerk to the Honorable Dora Irizarry, District Judge, U.S. District Court, Eastern District of New York, 2011

## Affiliations

- American Bar Association, Member

## Areas of Experience

Labor and Employment  
Employment Administrative Claims Defense  
Employment Litigation

## Education

J.D., Brooklyn Law School, 2010, *Journal of Law and Policy*, Assistant Managing Editor  
B.A., University of Texas at Austin, Psychology and Italian, 2005, with honors

## Admissions

### Bars

Colorado  
New Jersey  
New York  
Kansas

### Courts

U.S. Bankruptcy Court, District of Colorado  
U.S. Court of Appeals, Ninth Circuit  
U.S. Court of Appeals, Tenth Circuit  
U.S. District Court, District of Colorado  
U.S. Court of Appeals, Eighth Circuit  
U.S. District Court, District of Kansas  
U.S. Bankruptcy Court, District of Kansas

## Related Content

Akerman Sponsors the Slavic401k Conference  
February 03, 2025

Akerman Sponsors NAPEO's 2024 Annual Conference and Marketplace  
September 16, 2024

Akerman Sponsors the Slavic401k Annual Conference  
February 07, 2024

## Honors and Distinctions

- *Best Lawyers*, 2025, Listed in Colorado for Litigation - Labor and Employment; 2022-2024, Listed in Colorado for Litigation – Labor and Employment and Labor and Employment Law - Management as “One to Watch”
- *Super Lawyers* Magazine, 2014-2023, Listed in Colorado as a “Rising Star” for Employment and Labor
- *Super Lawyers* Magazine, 2014-2015, Listed in Colorado as a “Rising Star” for Consumer Law

## Ranking Methodologies