



## Phillips Lytle LLP

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### **PHILLIPS LYTLE LLP PARTNERS JAMES R. GRASSO AND MICHAEL R. MORAVEC TO PRESENT AT UPCOMING LORMAN SEMINAR**

**BUFFALO, N.Y.** – James R. Grasso and Michael R. Moravec, partners with the law firm of Phillips Lytle LLP, one of the region’s largest full service law firms, will present at an upcoming Lorman seminar titled “Employee Handbooks: Everything you need to know to keep you out of trouble in New York.” Grasso will speak about preserving at-will and avoiding legal claims and antidiscrimination and harassment policies. Moravec will discuss handbook provisions addressing pay.

The one-day seminar is September 12 at the Buffalo Conference Center and is designed for human resource professionals, business owners and managers, office managers and controllers. For additional information or to register visit [www.lorman.com](http://www.lorman.com).

Mr. Grasso represents management in the private and public sectors in labor and employment matters and has extensive experience as a litigator. A member of the American, New York State and Erie County Bar Associations, he earned his J.D., *magna cum laude*, from University at Buffalo School of Law and his B.A., *cum laude*, *Phi Beta Kappa*, from Hobart College. Mr. Grasso was selected for the *2007 Upstate New York Super Lawyers* list and currently serves on the board of directors for Kevin Guest House.

Mr. Moravec concentrates his practice in the area of employment and labor law including labor arbitrations, negotiation of collective bargaining agreements, client counseling and client training. Listed in [The Best Lawyers in America®](#) and the 2007 Upstate New York Super Lawyers, he is a member of the American, New York State and Erie County Bar Associations. Mr. Moravec earned his J.D. from University of Chicago Law School and his A.B., *cum laude*, from University of Notre Dame. He currently serves as vice president of the Ronald McDonald House board of directors, as a trustee of Trocaire College and chair of its institutional advancement committee, and as a trustee of the Kenmore Mercy Foundation.

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*Phillips Lytle is a full-service law firm with seven offices across New York State in Buffalo, Albany, Chautauqua, Garden City, New York City and Rochester. With the farthest geographic reach of any law firm in the state of New York, they are well equipped to meet the needs of their clients.*

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