



Office Managing Principal and Office Litigation Manager, Orlando

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## Practices

- Class Actions and Complex Litigation
- Healthcare
- Hotels
- Employment Litigation
- Privacy, Data and Cybersecurity
- Retail
- Wage and Hour
- Workplace Training
- Privacy Litigation

## Education

- University of Florida Levin College of Law, J.D. 2009
- Florida State University, B.A. 2005

## Admitted to Practice

- 11th Circuit Court of Appeals 2016
- Florida - M.D. Fla. 2012
- Florida - S.D. Fla. 2012
- Florida 2009

Amanda A. Simpson is office managing principal and office litigation manager of the Orlando, Florida, office of Jackson Lewis P.C., co-leader of the firm's Restaurants industry group, and a core member of the Class Actions and Complex Litigation and Wage and Hour practice groups. Amanda believes it is her professional calling to stand with and for her clients to educate, minimize legal risks, and when faced with litigation achieve the most advantageous outcome in every case.

It only took litigating one highly complex case through trial in federal court early in her career for Amanda to be certain that her practice would primarily involve class actions and complex litigation. For Amanda, to play a small part in shaping the law by ensuring her clients' interests are represented in court is a privilege. She knows that at the heart of every significant litigation is the employer's business and works to strategically uncover the truth behind a plaintiff's allegations. Defending a class action is synonymous to a high-wire balancing act – the stakes are high, but methodically and strategically planning every step can get her client to the other side safely. By efficiently marshalling resources, Amanda is energized by leading teams of her Jackson Lewis colleagues, united in the common goal of helping the client defend against serious allegations.

Amanda regularly represents clients on a wide range of employment issues, including wage and hour, independent contractor misclassification, background screening, data privacy, non-compete, whistleblower, discrimination and retaliation claims. She also works closely with employers on Department of Labor audits as well as voluntary self-audits as to the exemption status of hundreds of positions. Just as important as litigation matters, Amanda's practice allows her to provide employers with practical advice and counsel to help avoid litigation. She understands that the goals and operations of each client's business are unique and works closely with employers to develop a plan to reduce risk and minimize legal costs that is specific to their business needs. Amanda gives advice on the full spectrum of the employment relationship, from hiring and promotions to disciplinary action and terminations. Clients know her to be personable and passionate about their specific business needs.

Amanda's collective and class action practice is nationwide. Amanda defends employers in various high stakes, complex litigation, pled on a class basis as to numerous wage and hour practices, including but not limited to misclassification, off-the-clock work, meal and rest break violations and regular rate of pay calculations. Amanda also has extensive experience in defending these claims when brought as mass arbitrations.

Amanda counsels countless companies regarding compliance with data privacy laws, including the Telephone Consumer Protection Act and Florida Telephone Solicitation Act. She has litigated numerous putative class action lawsuits involving alleged violations of these acts in state and federal courts throughout the country.

Living in Florida and starting out in the hospitality industry, Amanda has always felt a connection to an industry that brings people together to socialize over good food and drinks. Her close ties to the industry continue as a lawyer and a co-leader of our Restaurant industry team.

Amanda speaks and trains on a variety of workplace-related issues, including hot-button wage and hour issues, how to approach complex litigation across multiple jurisdictions, and using creative tools to decrease the risk of potential litigation. She believes that education and manager training are key to helping clients navigate ever-changing workplace regulations, stay apprised of critical information, and avoid litigation.

## Honors and Recognitions

- *BTI Consulting Group*, “Client Service All-Star” (2023)
- *The Best Lawyers in America*®, “Employment Law – Management” and “Litigation – Labor and Employment” (2023-present)

## Speeches

- “Attracting and Retaining Talent and Avoiding Legal Pitfalls,” Association of Corporate Counsel (Las Vegas, NV, October 2022)
- “No Good Deed- Novel Wage and Hour Issues,” Central Florida ACC (Orlando, FL, September 2022)
- “How Florida’s New ‘Individual Freedom’ Law Could Affect Employee Training,” Restaurant Law Center (Webinar, June 2022)
- “Employment Law Update,” Central Florida Hotel & Lodging Association (Orlando, FL, May 2022)
- “Navigating Compensation in a Tech-Driven World,” Hospitality Financial and Technology Professionals and Hospitality Human Resources Association (Orlando, FL, March 2022)
- “Attracting and Retaining Talent,” Restaurant Law Center (Raleigh, NC November 2021)
- “Year in Review,” Central Florida Hotel & Lodging Association (Webinar, January 2021)
- “Hot Issues Employers Need to Know for 2021,” Jacksonville SHRM (Webinar, December 2020)
- “Year End Annual Legal Update,” SMA South Florida (Webinar, December 2020)
- “Getting Ready for Legislative Changes,” HR Talk! (Podcast, November 2020)
- “Changing Mindsets with an Ever-Changing Workplace,” North Central Florida SHRM (November 2020)
- “What’s Next for SCOTUS,” Jackson Lewis P.C. (Podcast, October 2020)
- “Adapting to New Demands in the COVID-19 Era,” Hospitality Human Resources Association (October 2020)
- “Tiptoeing Through the FLSA Minefield: How to Navigate the Pitfalls & Not Get Tripped Up,” HR FL State Conference (Orlando, FL, September 2020)
- “Knowledge is Power- Covid-19 Questions and Answers with Jackson Lewis,” Central Florida ACC (Webinar, April 2020)
- “Annual Legal Update: Where Are We in 2020?” Sarasota-Manatee HR Association (Sarasota, January 2020)
- “Our Gift to You: Practical Employment Law Takeaways from 2019,” ACC (Webinar, December 2019)
- “Arbitration Agreements and Class Action Waivers After Epic Systems,” Jackson Lewis P.C. Class Action Summit (New York, NY, November 2019)

- “The Class Action Plaintiff’s Bar is on the Offensive: What’s Your Game Day Strategy,” Jackson Lewis P.C. Corporate Counsel Conference (Miami, FL, March 2019)
- “Annual Legal Update,” North Central Florida SHRM (February 2019)
- “Lights, Camera, Class Actions!” HR FL State Conference (Orlando, FL, August 2018)