

**Ria N. Chattergoon, Esq.**  
**ATTORNEY & FL SUPREME COURT CERTIFIED CIVIL MEDIATOR**

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**Experience**

RC Law Group <b>MANAGING PARTNER</b>	Sept. 2014 - Present
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Individual practice concentrating in all aspects of labor and employment law litigation and contract negotiations, including discrimination, sexual harassment, disability, wage and hour violations, wrongful discharge, defamation, breach of contract, non-compete covenants, family and medical leave, whistleblower litigation, workplace violence and wrongful termination, and other serious workplace issues in federal and state court. Practice includes representation of both employees and employers, third party investigations and employee training. Proficient in all federal, state and local employment laws, including, but not limited to, Title VII, ADEA, ADA, FMLA, and 42 U.S.C. §1981.

**Florida Supreme Court Certified Mediator mediating employment, personal injury and property insurance cases.**

Fisher & Phillips LLP, Miami, FL <b>SENIOR ASSOCIATE</b>	Nov. 2011-Sept. 2014
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Senior Associate with nationwide labor and employment firm with a practice concentrating in all aspects of labor and employment law, including discrimination, sexual harassment, disability, wage and hour violations, wrongful discharge, defamation, breach of contract, non-compete covenants, family and medical leave, whistleblower litigation, workplace violence and wrongful termination, and other serious workplace issues in federal and state courts. Lead associate in litigation matters and responsible for all phases of litigation, including all pleadings, written discovery, taking and defending depositions, arguing dispositive motions, mediation and settlement negotiations, and extensive trial preparation. Supervise paralegal staff on litigation projects and trial preparation. Daily communication with in-house counsel and human resources personnel to recommend litigation strategy and to provide advice on potential risk and exposure to the employer. Prepare handbooks and company specific policies and procedures. Create and conduct employee training and presentations to assist clients with the implementation of litigation avoidance plans.

Jackson Lewis LLP, Miami, FL <b>ASSOCIATE</b>	May 2007-Nov. 2011
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Associate\* with large national labor and employment firm with practice concentrating in both litigation and advice/counseling in all aspects of labor and employment law, including discrimination, sexual harassment, wage and hour violations, wrongful discharge, defamation, breach of contract, non-compete covenants, and other serious workplace issues in federal and state courts. Litigation practice included, but was not limited to, managing all phases of litigation; daily communication with in-house counsel and human resources personnel; and, evaluating potential company risk and exposure for clients.

\* One of fourteen (14) associates selected from a nationwide pool to participate in a highly publicized contract with the United States Department of Agriculture (“USDA”). Jackson Lewis, LLP was contracted by the USDA and specifically the Secretary of Agriculture, Tom Vilsack, to conduct a private assessment of USDA programs. The assessment involved travel to fourteen states, six counties in each state, over a nine-month period to interview USDA employees and assess USDA policies and procedures, including a review of the agency’s applications and public contracts. The USDA assessment was the first assessment of its kind to be conducted by a private law firm.

Cole, Scott & Kissane, P.A., Miami, FL <b>ASSOCIATE</b> (August 2005- May 2007)	June 2004-May 2007
<b>LAW CLERK</b> (August 2004 – May 2005)	
<b>SUMMER ASSOCIATE</b> (Summer 2004)	

Associate with large Florida firm with practice concentrating in general litigation and medical malpractice. Involved in all aspects of litigation from pre-trial practice through trial including: drafting pleadings, substantive motions, discovery documents, opinion letters, settlement proposals, extensive legal briefs/memorandum of law, depositions, mediations and arbitrations.

The Honorable Judge Paul C. Huck, U.S. District Court, Southern District of Florida, Miami, FL <b>LAW CLERK</b>	Summer 2003
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Assisted in managing the court’s civil and criminal docket; prepared drafts of judicial orders, including motions to dismiss, motions for summary judgments and bench briefs; researched issues concerning airline deregulation, employment discrimination, and federal criminal and civil procedure.

### **Education**

St. Thomas University School of Law, Miami, FL <b>JURIS DOCTOR</b> , May 2005	2002-2005
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Law School Honors:                      Senior Articles Editor, *St. Thomas Law Review*  
     Jessup Team Member and Coach, *International Moot Court*  
     Dean’s List and Merit Scholar  
     Peter T. Fay American Inns of Court

Florida State University, Tallahassee, FL <b>BACHELOR OF ARTS</b> , April 2000	1996-2000
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### **Professional Affiliations**

Society for Human Resources Management (Member)  
 Human Resources Chapter of Broward County (Member)  
 Corporate Counsel Women of Color (Member)  
 National Association of Women Lawyers (Member)  
 Gwen S. Cherry Women Lawyers’ Association (Past Board Member and present member)  
 Wilkie D. Ferguson, Jr. Bar Association (Past Board Member and present member)  
 Dade County Bar Association (Member)  
 Lawyers for Children (Pro Bono Attorney)

### **Awards and Recognitions**

*Selected for Lawyers of Color’s Annual 2014 Hot List*  
*Named ‘Rising Star’ by Super Lawyers in 2010 -2018*  
*Named Florida Super Lawyer by Super Lawyers 2019-2023*  
*Ft. Lauderdale Illustrated 2021 Top Lawyers*

### **Publications**

“*Employers Using Background Checks Should Review Policies*” – Daily Business Review, May 2012  
 “*Love is in the Air...*” – Daily Business Review, February 2013  
 “*When Matters of the Heart Becomes Matters in the Workplace*” – Farm Employers Labor Service, July 2013