



**Thomas N. Makris** | Senior Counsel  
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#### **Practice Areas/Industries**

- Employment
  - Employment Advice & Counseling
- Intellectual Property
- Litigation
  - Financial Services Litigation
- Technology
- Clean Technology
- Indian Law (American)
- Health Care

**Mr. Makris** is a senior counsel in the law firm's Employment practice and is located in the Sacramento and Silicon Valley offices. He has nearly 30 years of experience in employment-related litigation and counseling including wage and hour disputes, wrongful termination, sexual harassment, employment discrimination, employment-related torts, and copyrights, trademarks, and trade secrets disputes.

Mr. Makris provides counseling on compliance issues including wage and hour audits, EEO compliance, leaves of absence, and ADA accommodation issues, as well as general policies and procedures. He provides tactical support for decisions that employers need to make quickly regarding employee terminations and discipline, harassment and discrimination complaints (including performing investigations), leave requests, and demands for accommodation. Mr. Makris also assists clients with long-range strategic issues, such as structuring bonus and other executive compensation plans, severance programs, and strategies for protection of intellectual property.

Mr. Makris aids his clients in avoiding liability related to hiring decisions and employment contracts, compensation, leaves, discipline, internal investigations, and terminations, and layoff decisions. Mr. Makris assists clients in negotiating, drafting and implementing effective employment and executive contracts, employee policies and handbooks, and other employment documentation.



Mr. Makris counsels clients in a variety of industries including high-tech, such as software, hardware and biotech; non-profit services; finance and banking; airlines; agricultural; telecommunications; and health care.

Mr. Makris was certified as a Senior Professional in Human Resources by the Human Resource Certification Institute. He has spoken on a wide-range of topics, including employment discrimination law, use and abuse of independent contractor relationships, wage and hour law, family and medical leave, the Americans with Disabilities Act, and current legislative and regulatory issues. Mr. Makris is a co-author and legal consultant for The Mutual Respect Program, a video based sexual harassment training and prevention program.

### **Honors & Awards**

- Martindale-Hubbell, AV<sup>®</sup> Rated

### **Education**

J.D., University of California, Berkeley, Boalt Hall School of Law, 1981

B.A., University of Colorado, 1977

Université de Haute-Bretagne, Rennes, France

### **Admissions**

State of California