



Narcisa Przulj

SHAREHOLDER IN ST. LOUIS, MO

Having exclusively practiced employment law since 2007, Narcisa Przulj is a shareholder of the firm and member of the Business Litigation and Business Law practice groups. Originally from Sarajevo, Bosnia & Herzegovina, Narcisa moved to St. Louis as a refugee at the age of 14.

She focuses on employment and non-compete litigation and counseling. As an experienced litigator and trial attorney, Narcisa defends employment-related claims, including discrimination, harassment and retaliation claims, as well as breach of contract, misclassification, and failure to pay overtime claims. She responds to charges brought before administrative agencies including the EEOC, NLRB, MCHR and IHRC. She also handles DOL and other federal, as well as state agency audits.

Narcisa also assists businesses and individuals with employment, severance and non-compete agreements. Because of her extensive litigation experience, Narcisa understands how a jury may react to various internal policies and procedures, allowing her to offer practical, cost-saving advice when acting as general counsel on employment related matters for her clients. As a counselor, Narcisa advises her clients on issues ranging from every-day human resources matters involving ADA accommodations and FMLA leave, to public accommodation concerns, and investigations of sexual harassment complaints and workplace violence threats.

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SERVICES

Business Strategies & Advice
Commercial Litigation
Employment Litigation
General Business Law
Labor & Employment Counseling

INDUSTRIES

Entrepreneurs, Closely Held &
Family Owned Business
Physicians & Allied Health
Professionals
Restaurants
Transportation
Wholesale & Retail Services

SUCSESSES

Following a week-long jury trial in St. Louis County Circuit Court, Narcisa obtained a complete defense verdict on behalf of an employer and two individual defendants. The lawsuit alleged race and sex discrimination and retaliation under the Missouri Human Rights Act. Only 21 of the original 75 claims brought by the Plaintiff were submitted to the jury after dismissal of the other 54 claims through motions for summary judgment and directed verdicts.

Complete defense verdict in a breach of contract case trial in St. Louis County.

After obtaining partial summary judgment, Narcisa negotiated a favorable settlement in a breach of contract, failure to pay commissions, natural origin discrimination and unjust enrichment lawsuit under the Missouri Human Rights Act and Missouri common law.

Representing a client in a non-compete matter, Narcisa obtained a permanent injunction against a former employee and their new employer, enforcing both the non-compete and non-solicitation provisions of the employment agreement.

Narcisa achieved a summary judgment in the United States District Court for the Eastern District of Missouri on claims of race and age discrimination in termination, denial of promotion, harassment and retaliation under federal and Missouri state law.

Narcisa won summary judgment in a pending case involving racial discrimination in the United States District Court for the Southern District of Illinois.

Narcisa obtained a summary judgment on claims of sex and age discrimination, including the denial of promotion and training, denial of equal pay, retaliation, breach of contract and promissory estoppel under Title VII, the ADEA, the EPA, the KAAD and Kansas state law in the United States District Court for the District of Kansas.

Also in the United States District Court for the District of Kansas, Narcisa won a summary judgment on claims of disability discrimination, failure to accommodate, retaliation and workers' compensation retaliation brought under federal law and Kansas state law.

PROFESSIONAL AFFILIATIONS

Sandberg Phoenix Employment and Labor Team Lead

Sandberg Phoenix Women's Committee, Co-chair

Sandberg Phoenix Recruiting Committee

EDUCATION

J.D., Saint Louis University School of Law

B.A. in Philosophy, Saint Louis University, *summa cum laude*

LICENSURE(S) AND ADMISSION(S)

Illinois

Missouri

United States District Court for the District of Kansas

United States District Court for the Eastern District of Missouri

United States District Court for the Western District of Missouri

CIVIC ACTIVITIES

Missouri Coalition Against Domestic and Sexual Violence, Board of Directors

Volunteer Lawyers and Accountants for the Arts

Founding Member of Young Friends of Legal Services of Eastern Missouri

Former Chair of the Board of Directors of St. Louis ArtWorks - a nonprofit which provides basic skills, job and arts training to St. Louis youth through paid apprenticeship programs

International Institute's Community Development Corporation, Former Board Member

PRESENTATIONS

"Medical Marijuana in the Workplace," Chesterfield Chamber of Commerce

"Wage and Hour Issues," Illinois Chamber of Commerce Presentation, Southwest Illinois College

"Hostile Work Environments and the Administrative Process" and "Hiring," Kaskaskia College

"Workplace Relationships and Sexual Harassment," Metro East Illinois Human Resources Group

"Retaliation and Whistleblower Claims," Employment and Labor Law Seminar

"The Genetic Information Non-Discrimination Act: The Impact on the Everyday Workplace and Employee Benefits," Client Seminar

"Genetic Antidiscrimination, Another Trap for Employers," Employment and Labor Law Seminar

RECOGNITION

2019

MISSOURI LAWYERS WEEKLY
Diversity & Inclusion Honoree