

Special Advertising Section

## Penny Nathan Kahan & Associates

*A Practice Limited to Workplace Issues*



More and more in the 21st century, we define ourselves by our work. At **Penny Nathan Kahan & Associates**, we help clients enter into that relationship with their eyes open, and assist them in handling problems that arise in such areas as compensation, opportunities

for advancement and unfair treatment. And when that relationship must end, whether by choice or not, we help our clients negotiate a favorable outcome.

Penny Nathan Kahan & Associates is a highly respected and nationally recognized law firm in Chicago that focuses on employment issues and represents employees — including executives, professionals, expatriates and employee-shareholders — in all aspects of the employment relationship. Because of the different skills we bring to this practice, we are able to provide a broad range of services to our clients:

- negotiating terms of employment contracts;
- providing counsel and advice;
- negotiating resolutions and, when that fails;
- litigating claims.

### Personal Attention

Personal attention distinguishes Penny Nathan Kahan & Associates.

"We intentionally keep our client base manageable and work as a team so that we can continue to provide the same quality of legal services for which our firm is known," says Kahan.

Recent cases range from negotiating and drafting an employment contract valued at \$2 million-plus a year, negotiating a separation agreement for a banking executive, and representing a group of satellite technicians in a federal wage and hour case as well as a victim of race discrimination in federal court. The firm also litigates in state court, seeking remedies for clients in chancery and in law.



Ruth Major joined the firm as a partner in 2006. Previously, she was a partner with Gardner Carton & Douglas and, earlier, was with DLA Piper. Major brings a large-firm, strong commercial and employment litigation background to the firm. Major has defended executives in corporate raiding and restrictive covenant cases before courts and arbitration panels throughout the country.



Penny Nathan Kahan has 25 years of experience representing employees. She is a Fellow in the prestigious College of Labor and Employment Law. She is also a founding member of the National Employment Lawyers Association and the founder of its Illinois affiliate, where she serves on its Executive Board. Martindale-Hubbe listed her as a "Preeminent lawyer," and she has been an "Illinois Super Lawyer" and one of its top 50 female lawyers in Chicago since 2005. Also a member of the federal trial bar, Kahan is listed as one of the "Best Lawyers in America."

In all of our cases, we try to understand the client's whole situation before we develop a strategy. We make sure we listen to our clients' concerns and priorities and try to be realistic in advising them as to the likelihood of our being able to achieve their goals.

"That frank discussion is invaluable in building the attorney/client relationship," Kahan says.

When issues arise that are outside the firm's area of expertise, such as tax and white collar crime issues, we have a team of outside counsel who work closely with us to make sure clients get the help they need.

Our former clients and opposing attorneys are our largest source of referrals.

**penny nathan kahan**  
& associates

For more information on Penny Nathan Kahan & Associates, phone: 312-855-1660, email: [pnkahan@pnkahan.com](mailto:pnkahan@pnkahan.com) or visit its website at [www.pnkahan.com](http://www.pnkahan.com)