

# Our Firm



**CPLS**  
Attorneys & Counselors at Law  
[www.cplspa.com](http://www.cplspa.com)

We believe that attorneys are counselors as well as advocates. Great attorneys help their clients succeed by encouraging them to be proactive, and by planning effectively for predictable and unpredictable risks. They counsel clients before major actions are taken, so as to minimize risks and maximize potential. They negotiate and draft agreements and documents that anticipate and reduce their clients' risks. With these principles in mind, CPLS, P.A. was born.

In 1995, Tee Persad formed a law firm with the goal of providing legal services of exceptional quality and creative strategies to serve the Central Florida community. Since that time, the Firm has incorporated as a professional association and has grown steadily in the number of its attorneys, areas of practice, and jurisdictions in which it practices. It has also adapted to the electronic age by becoming one of the first law firms in the state of Florida to implement a truly paperless file management system. Although the Firm has changed in size and scope, the goal of providing exceptional legal representation has remained the same.

Today, CPLS, P.A. is one of Central Florida's up and coming law firms. The attorneys at CPLS, P.A. strive to help clients be proactive. However, when our clients need to be reactive, our attorneys also understand how important it is to help these clients solve their problems as quickly and cost effectively as possible. To do this, the Firm encourages thinking outside the box. Our attorneys strive to educate each client about available options and analyze the consequences of choosing each option. Once a course of action is chosen, CPLS, P.A. attorneys zealously represent the client's interest in pursuing the chosen option while being mindful of the costs, and legal and ethical responsibilities relative thereto.

CPLS, P.A. attorneys are known for their litigation experience in both state and federal court. Our attorneys are effective advocates with a reputation in trial that is respected not only by our clients, but by the courts and opponents as well. They understand that a successful outcome requires teamwork and close communications with each client, in addition to superior legal skills. Their

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reputation for handling complex litigation has led to CPLS, P.A. attorneys being selected as counsel by Fortune 500 companies in addition to various local companies in Florida.

The Firm's attorneys have extensive and diverse experience in many areas of practice and are supported by a strong support staff of paralegals, secretaries, and administrative personnel. The Firm continually strives to improve on its ability to attract exceptionally talented people from diverse backgrounds.

## Diversity is Key

It is important for any organization to reflect the community which it serves. Its diversity should reflect the diversity of the community. At CPLS, P.A., our attorneys and staff are reflective of the "American quilt," which includes men and women of all hues who are from all over the country and world. We believe that we are strengthened by our diversity. Our diversity helps us understand our community's needs and our clients' needs. It helps us understand the unique problems our clients face within their cultural communities. Our diversity also makes CPLS, P.A. the largest minority-owned and most diverse law firm in Central Florida and one of the fastest growing in the region.

It is the Firm's policy to embrace equal employment opportunity without discrimination or harassment on the basis of race, color, national origin, religion, age, sex, disability, citizenship, marital status, sexual orientation, or any other characteristic protected by the law. Our commitment to diversity is an integral part of every facet of our firm, including our recruitment, hiring, and training efforts as well as the organizations to which we belong and programs that we sponsor.

## Firm's Mission & Goals

Our mission is to provide legal services of exceptional quality and creative strategies to our clients by achieving the following goals:

- Attracting, developing, and retaining exceptionally talented people from diverse backgrounds who are passionate about helping others make constant, distinctive, substantial, and lasting improvement in their lives and businesses;
- Using the most efficient technology and organizational tools to ensure that our Firm can meet all of the demands of our clients and other stakeholders; and
- Anticipating our stakeholders' needs, with specific emphasis on our clients, and being proactive in filling those needs.

**The help you need...  
...when you need it.**

# Areas of Practice

**Administrative Compliance and Controversies**

**Alternative Dispute Resolution**

**Appeals**

**Bankruptcy/Creditor Rights**

**Collections**

**Commercial Litigation**

**Corporate Law**

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**Foreclosure Prosecution and Defense**

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## **Administrative Compliance and Controversies**

Our attorneys represent clients before federal, state and local agencies and in administrative forums. We have successfully represented clients before the EEOC, United States Department of Homeland Security, Immigration and Naturalization Services, Social Security Administration, Florida Business and Professional Regulations, Florida Real Estate Commission, Florida Board of Education, as well as numerous other federal and state boards and commissions. In addition, our practice in this area offers a unique combination of attorneys with expertise in all areas of administrative and regulatory proceedings, and white collar criminal defense. We are able to meet the challenge of escalating criminal, civil and administrative penalties for white collar and corporate crime. We are also prepared to meet the challenge of compliance with regulatory mandates to ensure compliance with licensing issues, including new licenses, renewals, and challenges to licensure.



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## **Alternative Dispute Resolution**

As strong advocates for ADR, the Firm provides arbitration, mediation, and other alternative dispute resolution services in both pre-litigation and litigation matters. We have conducted mediations and arbitrations involving state and federal government agencies, individuals, and large and small businesses, including complex business disputes, employment discrimination, tort, and contract cases. We also provide services as advocates or neutrals in arbitration and mediation; we can also provide attorneys certified by state and federal courts as mediators, and conduct mini and summary trials. We have served as mediators and arbitrators in many areas of practice.

While we are always prepared to see matters through trial, we recognize early opportunities to utilize alternative dispute resolution techniques and forums. We constantly explore with our clients appropriate litigation alternatives and apply a multidisciplinary approach, collaborating with seasoned professionals from other respected firms and law schools when needed to give our clients the best service possible.

## The ADR help you need... ...when you need it.

### Appeals

Our appellate practice encompasses both state and federal appeals in civil and criminal matters and includes virtually all areas of the law. Our appellate attorneys provide support through various practice areas including business litigation and torts and insurance. Our practice also includes administrative appeals from various municipal and county agencies.

### Bankruptcy/Creditor Rights

Our bankruptcy attorneys focus on representing both debtors and creditors from Chapter 7 liquidation to Chapter 13 and Chapter 11 reorganization, for individuals and businesses. They also help many creditors file proofs of claim and challenge the discharge of questionable filings.

### Collections

We provide comprehensive asset recovery and collection services, including domestic collections, international collections, legal forwarding, bankruptcy services and education services.

### Commercial Litigation

Our attorneys' extensive experience includes expertise in areas such as business tort, health, construction, real estate litigation, franchising, insurance coverage, bad faith, antitrust and restraint of trade, general contract disputes, corporate internal investigations, intellectual property, landlord/tenant disputes, non-competition issues, securities and partnership disputes, and Uniform Commercial Code issues.

### Corporate Law

Our attorneys have extensive experience in forming corporations, limited liability companies, partnerships, and joint ventures. Our corporate representation also includes, but is not limited to, entity formation, structuring, implementing business acquisitions, mergers, dispositions, financing, immigration law, negotiating contracts with employees, independent contractors, vendors, franchisees, franchisors, and customers.

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## The litigation help you need...

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### **Criminal Law**

The Firm's attorneys have extensive experience in defending against all types of criminal charges in both state and federal court, ranging from misdemeanors to life felonies, including white collar crime.

### **Employment Law**

Our attorneys represent employers in employment disputes. When representing employers, our attorneys focus on education and prevention of claims by encouraging employers to have preventative agreements and policies in place to minimize the risk of adverse claims. To this end, we regularly review and draft employment contracts, separation agreements, personnel policies, and employee handbooks for companies and counsel employers in the creation of such documents so that they will comply with applicable law and have maximum legal protection.

Our extensive experience in the defense of lawsuits on behalf of our employer clients positions us well to serve as employment counselors, often allowing us to resolve employment disputes before a

lawsuit is filed. When claims are filed, while we are prepared to litigate the factual and legal issues on behalf of our clients, we advocate the use of alternative dispute resolution programs, such as arbitration or mediation, designed to provide alternatives to disruptive and expensive litigation. We regularly mediate all types of workplace disputes on behalf of our clients. We represent employers in arbitration and grievance proceedings, both in unionized and non-unionized environments. When employee-employer disputes do result in an administrative proceeding, internal grievance, or lawsuit, we formulate a sensible, cost-effective business approach to the litigation or collective bargaining unit grievance. Our objective is to achieve the best possible result at a sensible cost.

We prosecute and defend against cases involving discrimination and harassment, restrictive covenants, confidentiality and nondisclosure agreements, wage and hourly claims, whistleblower and retaliation, and breach of employment contracts and independent contractor agreements.

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## The employment law help you need... ...when you need it.

### **Foreclosure Prosecution and Defense**

Our attorneys have extensive experience in prosecuting foreclosure cases. They have represented institutional and private lenders to enforce their contractual rights against individuals and businesses alike. The Firm has also represented a substantial number of individuals and businesses in defending against foreclosure actions.

### **Immigration Law**

Our attorneys have extensive experience in handling a wide range of immigration matters, including family based petitions, and business and employment based petitions. Our aim is to help businesses and foreign investors to have a smooth transition into the United States to expand their business opportunities and help them contribute positively to the United States and expand its diversity.

### **Insurance & General Liability Defense, Bad Faith and Related Cases**

Our attorneys are experienced in representing Fortune 500 companies in tort defense matters and other

insurance defense litigation areas, and commercial and individual insureds on assignment by insurance companies as well as the defense of No Fault or "PIP" claims filed against the insurance companies directly. Our representation includes defense against auto accident claims, slip and fall claims, premise liability claims, and cases involving complex accident reconstruction fact patterns and significant personal injury or property damage.

Our Firm also provides counsel to clients requiring assistance with bad faith claims or extra contractual issues and claims; we can act as both consulting counsel and defense counsel. Our attorneys respond to civil remedy notices and provide advice to avoid extra contractual exposure. Our attorneys have represented national and regional insurance companies, self-insured corporations, and third-party administrators in connection with a broad spectrum of matters. Due to the extensive trial experience of our attorneys, the Firm is regularly retained from case inception through trial in state and federal courts to handle complex and high exposure

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## The liability defense help you need...

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tort and insurance cases. The Firm's seasoned appellate attorneys provide advice and assistance both during trial and in post trial matters, including appeals in all courts for these matters handled by the Firm as well as by other counsel. The Firm is also retained during the pre-litigation claims stage to assist and direct investigations, participate in examinations under oath and appraisals, and to provide counsel and analysis with respect to the early resolution of claims. Our attorneys have substantial experience providing counsel and defense to our clients and in a full range of third-party liability matters for self-insured corporations, and on behalf of insurance carriers. These matters include a wide variety of high-exposure and catastrophic injury claims, commercial claims, trucking claims, and automobile liability claims, professional liability claims, intentional torts claims, catastrophic, and other property losses claims, premises liability claims and security-related claims, wrongful death claims, governmental liability claims, and toxic torts claims. The Firm's attorneys also have experience in the capacity of national and regional counsel on such matters. They have substantial

experience in providing representation in a wide range of insurance coverage and extra-contractual matters, including general counsel and analysis through the claims stage, litigation and appeal.

The Firm's attorneys have extensive experience in handling a wide range of first-party matters, including general counsel and analysis through the claims stage, litigation, and appeal. They also have extensive experience in handling a wide range of first party matters, both at the pre-suit and litigation stages, in such matters as routine homeowner's and property loss claims, fire loss and arson investigation, claims arising from natural occurrences or disaster, and claims involving residential or commercial theft and fraud investigations.

The Firm's attorneys have substantial experience in handling both first-party and third-party insurance coverage analysis and disputes. They assist clients in analyzing of insurance contracts, investigation of claims, rendering coverage opinions, and litigating coverage issues, through trial and appeal, including the prosecution and defense of actions for declaratory relief.

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### **Marital and Family Law**

Recognizing that our communities and businesses are strongest when the families within those communities are intact and feel secure, the Firm's marital and family law practice focuses on minimizing the friction, pain, and disruption families face when making a transition through a divorce or as a result of the disability or death of a loved one. In order to help families through these tough times, the Firm offers legal and counseling services in the areas of divorce, support, custody, visitation, complex property distribution, guardianship, and probate.

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