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2014

William R. Pokorny is well-versed on labor and employment law issues. The 38-year-old attorney is a partner at Franczek Radelet P.C., and has earned the respect of his peers and clients.

David P. Radelet, of Franczek Radelet, said Pokorny was hired at the firm in 2006, and named partner just two years later. Since that time, Radelet has worked closely with Pokorny on many client assignments and firm activities. He said Pokorny is an invaluable part of the team.

"Bill is an extraordinarily gifted attorney, one of the best I have worked with in my 30-plus years of practice. Bill has all of the traits that make good lawyers great: deep subject matter knowledge; expert analytical skills; top-notch communicator; superb writer; focus on client goals; and extremely efficient," Radelet said. "Better yet, all of these magnificent skills are packaged in one of the most likable, committed, hard-working, team-player personalities that you would ever hope to know."

Radelet said that when other attorneys in the office have questions, Pokorny is often the go-to source. And clients rely on his expertise as well. "Whether Bill is providing advice on a difficult employee relations issue or mapping out a strategy for a litigation matter, many of our clients have come to trust and rely upon Bill's advice," Radelet said.

Pokorny obtained a summary judgment after securing dismissal of a class action for a client in the energy sector in a lawsuit alleging the company violated the Americans With Disabilities Act by demoting allegedly disabled employees for excessive absenteeism. Pokorny also served as outside counsel for a major manufacturing company regarding some very difficult reductions-in-force in multiple states.

Pokorny successfully defended summary judgment in favor of a well-known financial data firm in an appeal before the 9th Circuit Court of Appeals and successfully defended a major university in a nine day jury trial where a former student alleged the university violated its student handbook when it suspended him for inappropriate communications with university administrators. Pokorny is keenly interested in technology, and is a key leader in Franczek Radelet's efforts to leverage technology to better serve its clients.

Clients seek Pokorny's advice on a variety of matters. Carlyn Berghoff, owner of Berghoff Catering & Restaurant Group, LLC, said she turns to Pokorny for advice on a wide range of human resources-related matters, and has done so for the past four years.

"Without glossing over complexities and grey areas, Bill provides us with the information and advice that we need when we need it," Berghoff said. "Bill has consistently provided timely, practical advice that helps us live up to our high ethical standards and achieve our business goals. When we need counsel on an employee-related legal problem, Bill is our first call."

Daniel O'Malley, Deputy Village Manager for the Village of Hoffman Estates, has worked with Pokorny over the last five years on a number of highly sensitive and complex personnel issues.

"The village has brought many unique and complex issues to Bill over the years," O'Malley said. "One each occasion Bill has provided outstanding, practical advice which we have followed to the village's benefit."

Pokorny devotes much of his time to community service through his church, the Unitarian Universalist Society of Geneva. He recently completed his fourth year as board president for the church, and serves as an advisor to a high school youth group of more than 40 teens.



## WILLIAM R. POKORNY

**AGE**  
38

**LAW SCHOOL**  
University of Chicago  
Law School

**AREA OF PRACTICE**  
Employment Law

**FIRM**  
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