



Maryjo F. Pirages Reynolds

Associate

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Maryjo Pirages Reynolds defends the interests of employers in a range of labor and employment matters. She also counsels clients within the business sector on business and commercial transactions and assists individuals and families with estate planning and administration.

Committed to working hand-in-hand with employers, Maryjo helps businesses of all sizes navigate the ever-changing legal landscape in order to limit their liability and exposure. In addition to helping employers ensure they are complying with statutory and administrative regulations, Maryjo advises them on their contracts, policies, and the development and implementation of employee handbooks. She has defended employers against charges of discrimination and retaliation involving the Equal Employment Opportunity Commission (EEOC) and the Illinois Department of Human Rights, as well as claims alleging unfair labor practices filed with the National Labor Relations Board (NLRB). She also has experience representing employers in immigration matters, including the filing of employer sponsored visa petitions and in I-9 audits.

Maryjo's background further includes counseling clients within the business sector on business formation and operations, commercial real estate transactions, and assisting with corporate drafting needs.

Before joining Hinshaw, Maryjo practiced with a firm based in Rockford, Illinois. She gained experience in numerous areas of the law, ultimately focusing on labor and employment law. Born and raised in Rockford, Maryjo is committed to the Rockford community.

During law school, she was involved in a number of organizations and activities, including the *University of Illinois Law Review*. She also served as a judicial extern for the Honorable Wayne R. Andersen of the U.S. District Court for the Northern District of Illinois. Prior to law school, Maryjo interned at the White House in the Office of Intergovernmental Affairs.

Professional Affiliations

- Certified Arbitrator, 17th Judicial Circuit
- Winnebago County Bar Association
 - Young Lawyers' Association, President, 2016 – 2017

Service Areas

Labor & Employment
Business & Commercial Transactions
Business Formation
Mergers & Acquisitions
Immigration
Estate & Trust Administration
Estate Planning & Wealth Preservation

Education

J.D., *magna cum laude*,
University of Illinois College of Law, 2012

B.A., *magna cum laude*,
University of Dayton, 2009

Admissions

Illinois
U.S. District Court for the Northern District of Illinois



Honors & Awards

- Named a "Next Up" Young Leader by the *Rockford Register Star*, 2019
- Recognized by her peers as an "Emerging Lawyer" in the areas of: Employment Law: Management; Immigration Law: Employment; Labor Law: Management; and Trust, Will & Estate Planning Law, 2017 – 2019

Presentations

- Co-Presenter, "Employer Compliance and COVID-19: Paid Sick Leave, Furloughs, and Layoffs," Chicago Bar Association CLE, Webinar, April 23, 2020
- "Employment Law Updates," Employee Benefits Association of Northern Illinois
- "Overview of Immigration Law in the Context of Employment Law," Winnebago County Bar Association
- "Background Checks in Employment," Employee Benefits Association of Northern Illinois
- "Employment Issues for Job Developers," Northwestern Illinois Association
- "Termination Tips," Sterling Education Services
- "Sexual, Racial, and Other Harassment and Discrimination," Sterling Education Services
- "Advanced FMLA and ADA Issues," Sterling Education Services
- "ACA/Obamacare: What Employers Need to Know," various clients and Sterling Education Services

Community/Civic Activities

- Big Brothers Big Sisters, Big Sister
- Community Foundation of Northern Illinois
 - Afterschool Education Committee
- Davis Park Task Force, Appointed as Member by the Mayor of Rockford
- Goldie B. Floberg Center, Board Member
- Holy Family Church, Volunteer
- Leadership Rockford Chamber of Commerce Program, Graduate
- Next Rockford, Board of Directors, Member; Current President
- Rockford Area Crime Stoppers, Former Board Member
- Transform Rockford
 - Communications Council Committee