

## Rimaz A. Mustafa

### Associate

Rimaz focuses her practice on labor & employment law for private and public entities, including nonprofits. She counsels clients on various workplace issues and laws, including the unemployment system, the Fair Labor Standards Act (FLSA), the Family Medical Leave Act (FMLA), Title VII, the Americans with Disabilities Act (ADA), and more. She also represents employers throughout the administrative process and employment litigation.

While in law school, Rimaz completed two summers at Knox Law, gaining direct experience with various management-side labor and employment matters. She was President of the Women's Student Bar Association at Mississippi College School of Law, served as a Dean's Ambassador, and was active with the Black Law Student Association.

Rimaz is a native Arabic speaker and is conversationally fluent in Spanish.

### Practice Areas

- [Labor & Employment](#)

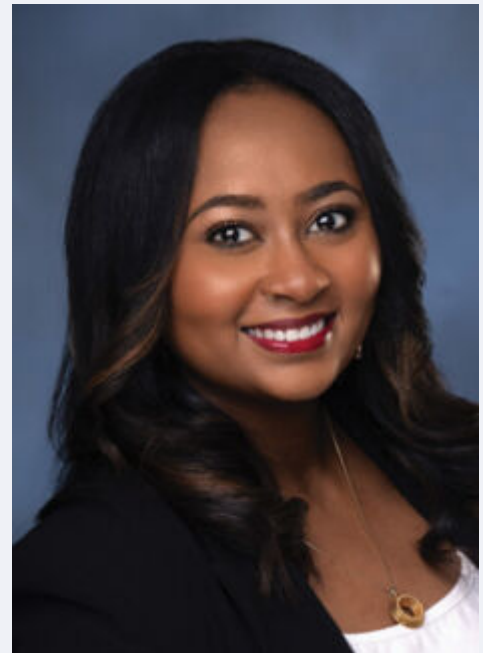
### Education

- Mississippi College School of Law, J.D., Certificate in International and Comparative Law, *Moot Court Board Internal Vice Chair; Women's Student Bar Association President; American Inns of Court Pupil; Legal Eye Staff Writer; Family Law Society Communications Director; Black Law Student Association 1L Representative, Dean's Ambassador for Office of Admissions*
- Pennsylvania State University, B.A., *Bunton Waller Merit Scholar; Dean's List; A-7 Thon Organization Vice President*

### Admissions

- Pennsylvania
- U.S. District Court, Western District of Pennsylvania

### Representative Experience



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- Assists clients in navigating various workplace laws, including the unemployment system, Fair Labor Standards Act (FLSA), Americans with Disabilities Act (ADA), and more
- Drafts and reviews employee handbooks
- Drafts and reviews employment agreements
- Drafts federal employment litigation documents
- Served as Judicial Extern to Judge Anthony N. Lawrence, III, of the Mississippi Court of Appeals
- Served as Research Associate for LexisNexis
- Served as Law Clerk for Mississippi law firm, assisting in workers' compensation, personal injury, and immigration matters, including for Spanish or Arabic speaking clients

## Honors

Mississippi College School of Law Honors:

- Anthony "Tony" Scardino '14 Excellence Award: *For consistent exhibition of excellence in courtroom advocacy skills, teamwork, leadership and service to the legal profession.*
- Induction into the National Order of Barristers: *an honor society for United States law school graduates. Membership in The Order of Barristers is limited to graduating law students and practicing lawyers who demonstrate exceptional skill in trial advocacy, oral advocacy, and brief writing.*
- Mississippi Women Lawyers Scholarship
- Miss MC Law: *Every year, the student body gets an opportunity to select one female 3L student who emphasizes Mississippi College School of Law's values not only in the classroom and extracurricular settings, but also in her daily life.*
- Champion in MC Law Internal Trial Competition
- John B. Farese Trial Advocate Award
- Mississippi Bar Foundation Award
- Regional Champion in ABA Arbitration Competition
- National Semi-finalist in E. Earle Zehmer National Moot Court Competition

## Community and Professional Service

### Professional Affiliations

- Erie County Bar Association
- Pennsylvania Bar Association

### Community and Professional Service

- Lake Erie Arboretum at Frontier Park (LEAF), *Board Member (2024-present)*

## Presentations

### Speaking Engagements

- Firm's Workplace Law Forum, co-presenter for "Bumped Up Obligations: Employers' Duties Under the Pregnant Workers Fairness Act and Beyond," Sept. 2024