

## **Teresa J. Ayling**

**"When involved in a dispute, it's often hard to see beyond the obvious. One of the best things I can do for clients is to understand what's really going on so that I can provide my clients with critical information, viable options, and the most effective strategy."**

Teresa brings more than 30 years of legal experience to her work in general civil litigation, employment and labor law, and contract law. Employers and employees alike rely on her for counsel and representation.

Her work on behalf of employers includes regular advice on employment issues designed to prevent legal problems. She has also defended businesses against a variety of claims, including sex discrimination, sexual harassment, race discrimination, whistleblowing, breach of contract, and interference with contractual relations.

In addition to her work for employers, Teresa also advises those who have experienced job difficulties or who have been fired from their jobs. She has handled many types of claims — discrimination based on sex, race, national origin, sexual preference, and disability, civil rights, breach of contract, whistleblowing, intentional infliction of emotional distress, and negligent infliction of emotional distress, among others.

She represents individuals with disability insurance-related claims, such as persons whose short- or long-term disability insurance benefits have been denied.

Clients with professional licensing issues, including nurses and other healthcare professionals, also rely on Teresa for representation before their licensing boards.

In claims involving noncompete agreements, defamation, military leave benefits, and related issues, Teresa represents both businesses and individuals.

Teresa believes it is important for both individuals and businesses to see an attorney early on for legal advice before the issues become more complex. "There are actions one can take to resolve problems within the workplace before they escalate into legal claims or result in discharge from one's job," she explains. "A little forethought can prevent a lot of pain."

Teresa is licensed to practice in Minnesota and Wisconsin.