



**Lisa I. Fried-Grodin**

Owner, Fried-Grodin Employment Law LLC

<https://friedgrodinlaw.com/>

**Tell us about your firm or business including history, specialization, and years in business.**

With two decades of experience as an employment attorney, combined with my prior success running another boutique employment law firm, I launched Fried-Grodin Employment Law LLC in July 2022. The firm is my vision of a modern law firm for the evolving workplace, and I was inspired to start it after helping both employer and employee clients navigate countless new employment issues arising from the COVID-19 pandemic. As an attorney who can quickly and effectively analyze and anticipate new laws, rules and issues, I communicate calm, thoughtful solutions to clients who may be confused about rapidly changing workplace issues and culture. Even though the pandemic has ended, these issues have continued to change constantly and employees and employers need an attorney with time-tested experience who keeps pace with these changes and provides them with innovative solutions.

Starting a new firm in 2022 also gave me a fresh perspective on marketing and an opportunity to embrace technology to operate my firm efficiently. Unlike many other employment law attorneys, Fried-Grodin Employment Law represents both employees and employers, which gives me insight into the values, strategies and tactics used by both sides at work and in litigation. I am passionate about giving employees who have experienced discrimination, harassment and retaliation a voice, and also educating small to mid-sized growing businesses on the complex web of employment laws and maintaining a positive workplace culture. Fried-Grodin Employment Law provides employment law advice to address situations successfully without litigation, and also represents clients in litigation in court, arbitration and administrative agencies, including matters involving discipline and termination, sexual harassment, discrimination, medical and family leaves, whistleblower/retaliation, wage and hour/compensation issues, employee classification issues, employment agreements, separation agreements and workplace policies.

**What's an interesting fact about you or your firm that most people don't know?**

I was a business journalist/editor for many years before I became a lawyer. I use many of the skills I learned as a journalist and editor on a regular basis as an attorney. For example, the writing skills I honed as a journalist enable me to write persuasive, detailed demand letters and informative, concise blogs. My experience covering news and interviewing sources helps me a great deal with client screening and deposition preparation. Finally, having learned to be objective as a journalist and not only see things from one side is an advantage when I am advising my clients in settlement negotiations and in giving them advice on strengths and weaknesses in their case.

**What's a favorite moment of your career so far?**

It has been incredibly rewarding to start two law firms and see them thrive.

**What challenge are you most proud of overcoming?**

I live the mantra that it's never too late to do what you want to do. I started law school many years after graduating from college and while I was working full time as a news editor. To top that off, I met my husband during that hectic time and we got married before I graduated law school. By the time I gave birth to my twins, it was later in life than I would have planned and while working as a junior associate at a mid-sized law firm. All of it was well worth it!!

**Tell us about a recent professional accomplishment of yours.**

In 2023, I had the highest client revenue I have had in 12 years, and it was my first full year of running Fried-Grodin Employment Law.

**Tell us about a recent personal accomplishment of yours.**

My husband and I took golf lessons shortly before I had my children and then never had the time to play. This past spring we dusted off the clubs, took lessons again and are having a lot of fun playing golf.

**What advice would you offer new business owners?**

Stay true to yourself, operate the size firm that makes sense for you, educate yourself on running a firm, and commit the time to setting up the right technology, financial controls, and processes from the start. Make sure you understand your firm’s accounting records and always be willing to learn what you need to do to keep yourself and your firm current on changes in your practice and the field of law. I never have to worry about having enough CLE credits because I am constantly attending seminars to help me in my practice and to manage my firm.

**How can you help other Women Owned Law members improve their businesses?**

I am happy to be a resource to anyone starting a new firm or help them put in place policies and procedures to stay compliant with employment laws and have happy employees.

**How has Women Owned Law been of value to you and your career?**

From the first meeting I attended I felt welcomed by a warm, supportive group of like-minded women. I have met many members who have been great sounding boards for me and are willing to provide advice and referrals, and I have enjoyed doing the same for other members. Additionally, the programs I have attended both at the local and national level have been excellent.

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**About Women Owned Law**

Women Owned Law is a ground-breaking group created to connect and advance women legal entrepreneurs. WOL supports its members and other women entrepreneurs in the law in their business endeavors at every point in the business lifecycle. We advocate on behalf of women legal entrepreneurs and have been instrumental in raising the profile of women entrepreneurs in the law.

For additional information about Women Owned Law visit <http://www.womenownedlaw.org>