



Laurence S. Moy

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LAURENCE S. MOY is Deputy Managing Partner, and has been practicing law almost exclusively in the area of representing individuals in employment matters since 1985. Mr. Moy co-chairs the firm's [Financial Services Industry Practice Group](#). He enjoys representing clients and groups of clients in these highly specialized fields by counseling them, as well as negotiating and litigating on their behalf.

Mr. Moy has extensive experience in arbitration before FINRA (and, previously, the NASD and the NYSE), the American Arbitration Association ("AAA"), and JAMS, as well as trials, appeals, and other litigation experience before federal and state courts concerning employment and general commercial litigation disputes.

Mr. Moy has been lead trial attorney on a number of the most successful litigation cases brought on behalf of individual clients. In perhaps the largest arbitration result obtained in an employment case, Mr. Moy led the trial team, together with Wayne Outten and Tammy Marzigliano, in a complex, international arbitration case, which concluded with a two-week trial/hearing. On behalf of their clients, the team won an arbitration award against a major financial institution exceeding \$70 million.

After more than a year of proceedings, Mr. Moy and Wayne Outten led the trial team in a two-week trial in a vigorously contested arbitration case against financial services giant Deutsche Bank, winning \$18.9 million in damages, interest, and expenses. This AAA award represents one of the largest arbitration awards in an employment case.

Mr. Moy and Ossai Miazad also completed a FINRA arbitration proceeding (which included a five-day hearing) in which they represented an investment banker against a well-known international bank. The arbitration panel directed expungement of defamatory language from the banker's Form U-5, and awarded over \$900,000 in damages plus interest.

Mr. Moy and former partner Juno Turner completed another FINRA arbitration (including a six-day hearing) against Barclays Capital Inc., in which the bank claimed that its bonus policy allowed the bank complete discretion in its compensation decisions and that Barclays was not responsible for a bonus given that the registered person was employed at Lehman for most of the year in question. The arbitration panel disagreed, awarding Outten & Golden's client \$715,000 plus interest and assessing costs against Barclays.

In addition to litigation, Mr. Moy actively handles many transactional and negotiation matters. He has successfully mediated and otherwise negotiated many matters both within and outside of the employment context. These negotiations have included the review and preparation of employment contracts and compensation guarantees, as well as severance agreements and other exit arrangements for executives and other professionals.

Mr. Moy devotes a substantial portion of his practice to counseling and advising clients concerning a variety of workplace issues. This work often assists clients through difficult treatment in the workplace, and avoids the need for substantial litigation expense at a later time.

For each year since 2007, Mr. Moy has been selected by his peers as one of the New York Area's Best Lawyers, as featured in New York Magazine,* and as one of New York's Super Lawyers - Manhattan Edition.* The Asian American Business Development Center named Mr. Moy one of the 2007 Outstanding 50 Asian Americans in Business. In 2010, Mr. Moy was elected as a Fellow to the College of Labor & Employment Lawyers.

He is a graduate of Cornell University (B.S. 1982) and Cornell Law School (J.D. 1985).

*(*Prior results do not guarantee a similar outcome.)*

Bar Admissions & Professional Activities

- Mr. Moy is admitted to practice law only in New York.
- Mr. Moy is admitted to the following federal courts: The United States District Courts for the Southern District of New York, the Eastern District of New York; and the Northern District of New York; and the United States Court of Appeals for the Second Circuit.

- Mr. Moy has been selected for a number of projects, panels, and committees involved in educating arbitrators, mediators, administrators, major employers, and other lawyers concerning the arbitration and litigation of employment disputes.
- In 2007 and 2008, Mr. Moy served on the FINRA Employment Arbitration Task Force. The Task Force -- comprised of the President of FINRA Dispute Resolution, other FINRA officers and staff, arbitrators, and counsel representatives for employer members and employee members -- considered ways in which the Code of Arbitration Procedure for Industry Disputes should be tailored to best deal with employee and brokerage firm disputes.
- In 1999 Mr. Moy was appointed to the Judiciary Committee of The New York City Bar Association, on which he served through 2002. The Judiciary Committee evaluates the qualifications of judicial candidates and candidates for other offices (such as the Office of the District Attorney for the five counties of New York City) connected with the administration of justice.

Speaking Engagements

Mr. Moy is frequently asked to speak at continuing legal education conferences on a variety of subjects concerning the rights of employees.

2018

- Panelist: "Workshop C: Motion Practice in Arbitration: A Bridge Too Far or a Welcome Development?," New York State Bar Association, Labor & Employment Law Section Meeting, New York, NY

2017

- Speaker: "Understanding the Complexities of On-Ramping and Off-Ramping in Financial Services," Council of Urban Professionals and the Robert Toigo Foundation Alumni Association, New York, NY

2013

- Speaker: "Employment Arbitration and Expungements," Practising Law Institute, Securities Arbitration 2013
- Speaker: "Arbitrating Under Employer-Promulgated Mandatory Arbitration Plans," New York State Bar Association, Arbitration Committee, Dispute Resolution Section,
- Lecturer: "Ethics and Empathy in Arbitration: Can the Decision-Maker's Life Experiences Pose a Problem?," American Bar Association (ABA), Section of Labor and Employment Law, ADR in Labor and Employment Law Committee, MidWinter Meeting

2012

- Lecturer: "Navigating the Workplace: Employment Law for the Professional," National Association of Asian American Professionals (NAAAP), 2012 National Convention
- Panelist: "Demonstration of an Expungement Hearing," Practising Law Institute (PLI), Securities Arbitration 2012 Program, New York, NY
- Panelist: "Expungement Hearings," Practising Law Institute (PLI), Securities Arbitration 2012 Program, New York, NY
- Lecturer: "Current Developments in Labor & Employment Arbitration," American Bar Association (ABA), Section of Labor and Employment Law, ADR in Labor and Employment Law Committee, MidWinter Meeting

2011

- Lecturer: "Ethics and Professionalism in Securities Law," Practising Law Institute (PLI), Understanding the Securities Laws 2011
- Lecturer: "FINRA Arbitration: Inside Information for Advocates and Neutrals," American Bar Association (ABA), Section of Labor and Employment Law, Seattle, WA
- Lecturer: "Negotiation Ethics in ADR," American Bar Association (ABA), Section of Labor and Employment Law

2010

- Lecturer: "Ethics and Professionalism in Securities Law," Practising Law Institute (PLI), Understanding the Securities Laws 2010
- Lecturer: "Nuts and Bolts of Arbitrating Individual Employment Claims," New York State Bar Association

Awards & Recognition

- Best Lawyers 2007-2021
- Legal 500 United States Recommended Labor and Employment Lawyer 2019-2020
- Lawdragon 500 Leading Lawyers 2019-2020
- Lawdragon 500 Leading Plaintiff Employment Lawyers 2018-2020
- Super Lawyers 2006-2020
- Fellow, College of Labor & Employment Lawyers, Inducted in 2010

- The Asian American Business Development Center named Mr. Moy one of 2007 Outstanding 50 Asian Americans in Business.