
MEGAN FRESE PORIO, ESQ

Counsel



Megan Frese Porio has extensive experience in employment counseling and litigation, representing and advising clients on a full range of laws and policies involving hiring, performance management, discipline, termination, and reasonable accommodations, as well as laws involving anti-discrimination, equal pay, wage and hour, and employee leave. Megan's expertise also includes advising employers on day-to-day employment counseling matters, and negotiating all types of complex legal contracts, including employment, severance, nondisclosure, partnership and restrictive covenant agreements.

Proficient in drafting employee handbooks, policies, contracts, and other documents, Megan is also skilled in conducting objective investigations into allegations of employee discrimination, harassment, and retaliation. In addition, Megan has successfully facilitated employment audits and training to ensure best employment practices are followed.

Megan's litigation experience extends to a wide range of cases, including employment discrimination, harassment, wrongful discharge, whistle-blower/retaliation, employment contract disputes, defamation, wage & hour, and other compensation disputes. Megan has also successfully defended employers in wage & hour audits and compliance investigations before federal and state departments of labor and anti-discrimination agencies. In addition, Megan is a skilled appellate advocate who has been praised by appellate and trial courts alike for her written advocacy.

HONORS AND AWARDS:

- Selected to New Jersey Super Lawyers list (2020, 2021, 2022)
- Selected as New Jersey Super Lawyers Rising Star (2009 - 2016)
- New Jersey Bar Association; New Jersey Women Lawyers Association

The Super Lawyers® list is issued by Thomson Reuters. A description of the selection methodology can be found at http://www.superlawyers.com/about/selection_process.html. No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

PROFESSIONAL EXPERIENCE:

- Castronovo & McKinney, LLC, Morristown, NJ
 - Counsel (2011 - 2020)
- Gibbons P.C., Newark, NJ
 - Associate Attorney (2006 - 2011)

JUDICIAL CLERKSHIPS:

- The Honorable Edwin H. Stern, P.J.A.D. (Chief Judge) (retired) Superior Court of New Jersey, Appellate Division, Morristown, NJ (2005 - 2006)

EDUCATION:

- Fordham University School of Law, New York, NY, J.D., cum laude (2005)
- Georgetown University, Washington, DC, B.A., cum laude (1998)

ADMISSIONS:

- State of New Jersey (2005)
- State of New York (2006)