

MARGARET KARTSONIS, ESQ.

mkartsonis@nfclegal.com

Associate



Margaret “Maggie” Kartsonis is a Labor and Employment Associate who represents clients in a wide range of employment matters arising under federal, state, and local employment laws, including Title VII, the ADA, FLSA, and FMLA. She handles matters through all stages of pre-litigation and litigation before administrative agencies, federal and state courts, and arbitration forums, providing strategic legal analysis, drafting written submissions, and managing communications with clients and opposing counsel. Maggie regularly appears on behalf of clients for depositions, oral arguments, and court- and arbitrator-mandated conferences, and works alongside senior leadership to prepare clients for mediations, arbitration hearings, and trial proceedings.

In addition to litigation work, Maggie advises employers on personnel decisions, workplace policies, and compliance matters, and assists with drafting employment agreements, internal policies, legal memoranda, and employee communications. Maggie also partners closely with management teams, human resources professionals, and executive leadership to provide practical day-to-day employment counseling and risk management guidance.

Outside of her legal practice, Maggie enjoys photography and often spends weekends exploring New York City through street photography. She also loves traveling and capturing photographs along the way. In her free time, Maggie enjoys staying active through outdoor activities such as walking and hiking, as well as yoga and Pilates.

AWARDS & HONORS:

- Judge Doris A. Thompson & Judge Edward Thompson Award for Excellence in Trial Advocacy
- The Order of Barristers

PROFESSIONAL EXPERIENCE:

- Freeman, Mathis & Gary LLP, New York, NY / Newark, NJ
 - Associate (September 2024 – May 2026)
- United States Attorney’s Office, EDNY Criminal Division, Brooklyn, NY
 - Legal Intern (September 2023 – May 2024)
- The Law Offices of Michael S. Lamonsoff, PLLC, New York, NY
 - Legal Intern (May 2023 – August 2023)
- Supreme Court of the State of New York, Kings County, Brooklyn, NY
 - Legal Intern (January 2023 – May 2023)
- Clover Barrett & Associates, PC, Brooklyn, NY
 - Legal Intern (May 2022 – August 2022)

PROFESSIONAL ACTIVITIES:

- New York State Bar Association

EDUCATION:

- Brooklyn Law School, Brooklyn, NY (J.D., 2024)
- Boston University, Boston, MA (B.A., Political Science and Government, 2020)

BAR ADMISSIONS:

- State of New Jersey (2024)
- State of New York (2025)
- United States District Court for the District of New Jersey (2025)