

## John B. Stanis

Principal, Schaumburg

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### Schaumburg

200 N. Martingale Road

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John Stanis is involved in a broad range of litigation, employment and commercial law matters. John represents U.S. subsidiaries of Japanese companies. John's clients appreciate his judgment and practical approach to handling their most important business decisions and challenges in the U.S. market. John understands the differences between the Japanese and American approach to business, and is able to explain even the most divergent perspectives while devising a solution that is workable for his client.

John's litigation experience includes appearing in state and federal courts throughout the country. He represents clients in pursuing and defending claims involving commercial disputes, personal injury/asbestos claims, distributor terminations, logistics disputes, wrongful employee termination, wage and hour claims, discrimination, harassment, misappropriation of trade secrets and corporate opportunities, non-competition and confidentiality agreements, title insurance, landlord/tenant and construction disputes, and creditors' rights in bankruptcy.

John has extensive experience in counseling and training clients regarding compliance with state, federal and local anti-discrimination and anti-harassment laws. He regularly works with clients to prepare and implement employee handbooks, executive agreements, and best practices for protecting intellectual property, employee discipline and terminations. His focus remains on maximizing each client's work environment and preventing, managing and defending against any claims that might arise.

Moreover, John regularly assists clients in drafting and negotiating a wide variety of commercial, sales and product distribution agreements. These initiatives include secured sales



### Education

University of Illinois College of Law, J.D., 1988

Illinois State University, B.S. Philosophy, 1985

### Admissions

Illinois

California

Florida

U.S. District Court, Northern District of Illinois (Trial Bar)

U.S. District Court, Eastern District of Michigan

U.S. District Court, Eastern District of Wisconsin

### Practice Areas

Litigation

Commercial, Competition & Trade

Employment, Labor & Benefits

Real Estate

### Languages

English

contracts, sales representative and distributor agreements, bills of lading, logistics and transportation agreements, and obtaining freight forwarder and customs broker licenses and permits.

John's proven instinct for offering the right solution, outstanding and multi-cultural people skills, and excellent writing and communication abilities often allow him to gain an advantage for the clients he serves. Prior to practicing law and during his undergraduate studies, John spent a year at Nanzan University in Nagoya, Japan.

## Experience

- Filed pre-emptive declaratory judgment action against Wisconsin distributor to defeat the distributor's threatened claims of breach of contract and violation of Wisconsin Fair Dealership Law, leading to the distributor abandoning all claims and voluntarily dismissing its claims.
- Represented Section 8 landlord in multiple eviction lawsuits.
- Defended university professor against research misconduct charges, resulting in no allegations being proven against the client and preserving her reputation and eligibility for federal research funding.
- Represented multi-state employer in a discrimination and harassment lawsuit, including developing evidence in discovery that the plaintiff had falsified emails, perjured herself and made misrepresentations to the court.
- Assisted clients in investigating, terminating and then suing executives of manufacturing client for misappropriation of corporate opportunity and conversion of client's money for their own business and personal expenses.
- Presented anti-harassment, anti-discrimination and best practices training to manufacturing, logistics and electronics companies.

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## Memberships

- American Bar Association
- Chicago Bar Association
- Illinois State Bar Association