



MICHAEL L. CHINITZ

Employment Attorney Executive Advisor

Mike is an employment lawyer with 36 years of experience. He has practiced in the large firm format, at a prestigious Boston-based boutique firm, and now in his own practice in Newton. Over his career, Mike has enjoyed a diverse practice involving corporate, commercial, and employment litigation, including dozens of injunctions and securities arbitrations before the Financial Institution National Regulatory Authority, as regional outside counsel and restrictive covenant “enforcer” for Morgan Stanley Smith Barney, Bank of America, Ameriprise Financial, and other national broker/dealers. Mike has litigated and tried closely held corporate disputes and has defended more than a hundred employment cases for Fortune 500 corporations as well as smaller Boston-area companies in a diverse group of industries, including insurance companies, manufacturers, food service firms, nursing homes and medical/dental practices, private equity and venture capital firms, and other financial firms, among many others.

In his current practice, Mike focuses on:

- Representing senior-level executives, including public and private company C-suite severance agreements, advising them on their equity awards and restrictive covenants, and advising them on a multitude of legal and business issues that arise over the career lifecycle of an executive.
- Negotiating enhancements to severance packages for middle management, sales executives, and others, and advising them on their noncompete, nonsolicitation, and nondisclosure agreements, and advising them on how to be “good leavers” to avoid noncompete and trade secret disputes.
- Advising executives and others regarding performance improvement plans, wrongful terminations, Wage Act and other compensation disputes, and allegations of misconduct.



ChinitzLawLLC.com



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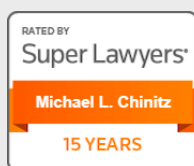
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In his current practice, Mike focuses on: (continued)

- Representing companies and executives in wrongful termination cases, closely held company freeze-outs, partnership disputes, and in buy-outs from medical practices and other professional service and corporate employers.
- Representing employers and employees in claims of employment discrimination, wrongful termination, breach of fiduciary duty, wage and hour, and misclassification violations.
- Representing physicians in a wide array of employment and partnership matters involving hospitals, clinics, and group practices. Mike associates with leading attorneys regarding licensing disputes and internal credentialing matters.
- Advising employers and employees on a broad range of state and federal employment law compliance issues.
- Representing parties in a broad scope of business disputes, including those involving closely held corporations, LLCs, and partnerships.



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Mike will consider accepting contingent fee employment and business cases.

ABOUT MIKE

Mike is a Phi Beta Kappa graduate of UMASS Amherst and a Summa Cum Laude graduate of Boston University School of Law, where he was an editor of the Law Review. Mike has been a Massachusetts Super Lawyer for 19 years (including 2023-24 for employment law) and is also a Boston Magazine Top Lawyer for employment law, selected for this recognition by his peers and a panel of renowned lawyers to this elite list (3% of the Mass. Bar). Mike holds a Martindale Hubbell AV Preeminent rating—the top rating for skill and ethics at the bar. Before founding Chinitz Law LLC in 2019, Mike practiced law in Boston at Nutter, McClennen & Fish, and Rose, Chinitz & Rose.

Mike is a Boston University School of Law's Alumni Executive Committee board member. He has also served as an Advisory Board Member to Boston University's Alzheimer's Disease Research Center and participates annually in the Alzheimer's Association Ride to End ALZ.

Mike is a dedicated road cyclist and he and his family are passionate fundraisers for the Dana Farber Cancer Institute through the Pan Mass Challenge ("PMC"), for which they have raised about \$300,000. 2024 will be Mike's 20th year as a PMC participant.

Mike grew up in Newton and lives in West Newton, Massachusetts. He is married to Karen Chinitz ("KC"), a realtor with Engel & Volkers in Wellesley, MA. Mike has three daughters. He is an avid downhill skier and skis throughout the Rockies and New England. Mike also enjoys grilling and cooking.

