



## Paula Fleck

Partner

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**Paula is an experienced trial lawyer who provides thoughtful counsel to businesses and when needed, guides clients through the complexities of the litigation process.**

### PRACTICES

Business Litigation  
Trust and Estate Litigation  
Family Office and Trust Companies  
Real Estate Litigation  
Zoning and Land Use  
Employment and Labor  
Employment Litigation  
Wage and Hour

### INDUSTRIES

Construction and Development

### EDUCATION

University of Wyoming College of Law,  
J.D., 1993  
With Honors  
Order of the Coif  
  
University of Illinois, B.A., 1990  
History

### BAR ADMISSIONS

Wyoming

### Land Use and Real Estate

Paula often counsels her clients on land use litigation matters and is frequently sought out for general advice for homeowner's associations and the distinct issues involved in managing HOAs. Paula also represents owners, contractors, and architects in disputes involving residential and commercial projects. She has extensive experience effectively representing clients in court and arbitration proceedings.

### Trust and Estate

Paula frequently handles complex trust litigation matters, advising clients on crucial aspects of trust disputes. Her skill in this area has helped her clients secure favorable outcomes in contentious trust-related matters.

### Employment Counseling and Litigation

Paula works with employers on every aspect of employment law. She helps employers anticipate, avoid, and resolve workplace issues and defends them against lawsuits involving a range of employment law matters. She frequently conducts employer and management training sessions to help employers manage day-to-day employment issues.

### EXPERIENCE

#### Business Litigation

- Real Estate and Construction Litigation
- Employment Litigation
- Tort Litigation
- Business/Commercial Litigation
- Trust Litigation

#### Employment Counseling

- Discrimination
- Wage and Hour
- Defamation
- Wrongful Discharge
- Breach of Contract

- Title VII Claims
- Americans with Disabilities Act Claims
- Age Discrimination Claims

## **RECOGNITION**

- *Chambers USA*, Litigation: General Commercial; Labor & Employment, 2015-2025
- *The Best Lawyers in America*® Commercial Litigation, 2013-2026; Employment Law – Individuals, 2013-2026; Bet-the-Company Litigation, 2026
- Mountain State Super Lawyers® Employment Litigation: Defense, 2021-2022; General Litigation, 2023, 2024

## **PROFESSIONAL AND CIVIC AFFILIATIONS**

- American Bar Association, Member
- Wyoming Bar Association, Member