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

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.

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, 2015-2026
- *The Best Lawyers in America*® Commercial Litigation, 2013-2027; Employment Law – Individuals, 2013-2027; Bet-the-Company Litigation, 2026, 2027
- Mountain State Super Lawyers® Employment Litigation: Defense, 2021-2022; General Litigation, 2023-2026

PROFESSIONAL AND CIVIC AFFILIATIONS

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