



Tanneika Minott

Associate

Business Litigation

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Overview

Tanneika litigates matters involving a variety of legal issues, including labor and employment (Title VII discrimination and retaliation), business torts (breach of contract, tortious interference, fraud, trade secrets, non-compete agreements), and the representation of government entities in state and federal actions involving allegations of civil rights, constitutional, and due process violations. She has represented clients across a wide variety of industries, including, but not limited to, financial institutions, pharmaceutical companies, medical device manufacturers, media corporations, health care providers, construction companies, technology companies, school districts, and educational institutions. Her practice encompasses all stages of the litigation process, including pretrial (counseling, investigation, negotiations, motion practice), trial preparation, and appellate practice, including oral argument.

Tanneika counsels clients on issues such as Title VII, Title IX, the Pennsylvania Human Relations Act (PHRA), and the Family and Medical Leave Act (FMLA). She also conducts internal employment investigations on behalf of clients in response to employee complaints.

In her immigration practice, Tanneika drafts and files immigration petitions for temporary workers seeking H-1B, L-1A, L-1B, O-1, O-2, P-1, and TN status. She also represents clients in audits and litigation brought by federal agencies such as the Department of Justice, the Department of Labor, the Department of Homeland Security, and United States Citizenship and Immigration Services. In addition, Tanneika counsels clients on I-9 compliance.

Representative Experience

- Represented pharmaceutical company in a DOJ investigation and a related *Qui Tam* action regarding fraudulent sales and marketing practices.
- Represented health care provider in audit regarding the submission of false claims for Medicaid reimbursement.
- Represented IT companies that were accused of fraudulently submitting H-1B petitions.
- Representation of clients in DOJ and DOL actions in which they are accused of violating laws regarding the hiring of non-immigrant employees.
- Representation of school district in claims in which it is accused of failing to provide a Free Appropriate Public Education (FAPE).
- Successfully opposed appeal before the Third Circuit in case in which the plaintiff's misrepresentation and negligence claims were dismissed.
- Successfully opposed appeal before the NJ Superior Court in construction defect case in which motion for summary judgement was granted for our client.
- Assisted in obtaining judgement on behalf of our client in trespass/adverse possession bench trial and then successfully argued before the PA Superior Court in subsequent appeal.
- Assisted in obtaining settlement for pro-bono client who was injured while being transported from prison.

Professional and Community Involvement

- Barristers' Association of Philadelphia
- National Bar Association Women Lawyers Division
- Duke Law Regional Alumni Board

Select Speaking Engagements and Seminars

- "Ask Archer: A Fireside Chat on the COVID-19 Pandemic and Foreign Workers: An Essential Update on Consular Reopenings, Travel Restrictions and More," Archer & Greiner, P.C. (July 2021)

Credentials

Education

- Duke University School of Law, JD



- Duke University, BA, *cum laude*

Admissions

- New Jersey
- Pennsylvania
- U.S. Court of Appeals for the Third Circuit
- U.S. District Court for the Eastern District of Pennsylvania

Offices

- Philadelphia, PA

Areas of Focus

Practice

- Business Litigation
- Civil Rights Defense & Constitutional Litigation
- Immigration & Global Mobility
- Labor & Employment

Industries

- Pharmaceuticals & Medical Devices

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