



HEIDI NUNN-GILMAN

Heidi Nunn-Gilman is an attorney and founding partner at PSGM Law. Heidi's practice focuses on human resource counseling and employment litigation. She has extensive experience handling employment immigration compliance strategies, including I-9s, E-Verify, ICE and worksite investigations and enforcement under the Legal Arizona Workers Act (LAWA) and similar state and local laws. She regularly advises clients on matters relating to labor and employment law, federal contractor compliance, ADA, Title VII, FLSA, NLRB, FMLA, leaves, drug and alcohol, union matters, wrongful discharge, wage and hour laws for both public and private employers, employee handbooks, confidentiality and non-compete agreements, and executive agreements. Heidi has extensive experience creating employment handbooks, policies, and procedures that help companies develop their workforce and stay in compliance with applicable laws. She develops I-9 audit and immigration compliance training programs for multi-state national corporations, and has created employee handbooks for numerous employers of various sizes and operating in multiple states. She regularly provides advice to federal contractors regarding multiple requirements of federal contract law, including Affirmative Action, federal contractor E-Verify requirements, and wage and hour requirements, such as the Davis-Bacon and Related Acts, and economic stimulus program requirements.

Heidi has been practicing law for over 20 years. She earned her law degree from Lewis & Clark Law School, where she graduated number 1 in her class and was Editor-in-Chief of the Lewis & Clark Law Review. She has a Masters Degree in Philosophy, Teaching Ethics Emphasis, from University of Montana and a Bachelor's degree in Political Science, History, and Philosophy from Ouachita Baptist University.

When not working, Heidi enjoys spending time with her family, including her five grandkids that are the light of her life, attending her grandkids multiple sporting events, walking her three dogs, watching movies (action and science fiction especially), and traveling.