

## Miller Canfield Re-Elects Managing Directors

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March 19, 2015

The law firm of Miller Canfield has re-elected Joseph M. Fazio and Megan P. Norris to serve two-year terms as managing directors. Norris will continue to serve as chair of the managing directors. They are part of a five-person management administration that works with the CEO to oversee the firm's 16 offices in the United States, Canada, Mexico, Poland and China.

**Joseph M. Fazio** is a principal in the Real Estate Group in the Ann Arbor, Michigan office. His specific areas of expertise include complex commercial real estate acquisitions and developments, with extensive experience in ground leasing, entity formation, public/private development agreements, as well as conventional, securitized and tax-increment financing. He is recognized in Best Lawyers, Chambers USA and Michigan Super Lawyers for his real estate work.

He received his B.A. from the University of Michigan and his J.D. from Wayne State University Law School. He is a member of the board of trustees for the Legacy Land Conservancy in Ann Arbor.

**Megan P. Norris** is a principal in the Detroit, Michigan office where she is leader of the Employment and Labor Group. As an employment lawyer, she counsels clients on all conceivable day-to-day employment matters, ranging from helping to determine appropriate discipline to advising on conducting sexual harassment investigations to developing plans of action for handling difficult employees. She also defends clients against a wide range of employment-related claims and conducts management trainings. She is a nationally recognized expert on the Americans with Disabilities Act and the Family and Medical Leave Act. She co-authored Family & Medical Leave Act and the Law, a book published by ALM's Law Journal Press. She has been recognized for her work in Best Lawyers, in which she was named the 2015 Detroit Employment Law-Management Lawyer of the Year, Chambers USA and Michigan Super Lawyers. She is a member of the national College of Labor and Employment Lawyers.

She received her J.D. from the University of Michigan Law School and a B.A. from Wesleyan University, where she is a trustee emeritus.