



## Annette Tyman

Partner

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## Biography

### Practices & Sectors

#### Labor & Employment

Employment Litigation

Complex Discrimination Litigation

OFCCP & Affirmative Action Compliance

Background Screening Compliance & Litigation

Hiring, Testing & Selection

Organizational Strategy and Analytics

### Specialty Teams

Pay Equity Group

Ms. Tyman is a partner in the Chicago office of Seyfarth Shaw LLP. She is the co-chair of the firm's Organizational Strategy & Analytics Group and co-lead of the Pay Equity Group. She is also a member of the firm's Complex Discrimination Litigation practice group.

Ms. Tyman's primary focus is on providing strategic advice and counsel to employers in a wide range of employment matters, with an emphasis on pay equity, diversity and inclusion, and people analytics. In this regard, Ms. Tyman co-leads a forward-thinking team who partner with employers to design and implement metrics for tracking, assessment and achievement of workforce objectives including effective talent acquisition and management, pay equity, diversity and inclusion, workforce restructuring, and other objectives where data can be leveraged to improve human capital management.

Ms. Tyman also represents federal contractors on their obligations under Executive Order 11246 and related statutes and regulations. She assists contractors in affirmative action compliance matters involving OFCCP proceedings, including compliance evaluations, and pre-audit review and analysis of general compliance obligations. Her practice also includes representation of multi-state employers in a wide range of complex collective, class action and multi-plaintiff litigation brought under various federal and state statutes including Title VII of the Civil Rights Act of 1964, the Equal Pay Act, Age Discrimination in Employment Act, the Americans with Disabilities Act, 42 U.S.C. § 1981 and state employment laws.

Ms. Tyman has also contributed to written and oral testimony on proposed labor and employment legislation and regulations pending before the United States Senate, House of Representatives, and the Equal Employment Opportunity Commission. Ms. Tyman is a member of the Chicago Diversity Action Team, supports the firm's National Diversity leadership and actively participates in pro bono and other community charitable activities.

## Education

- J.D., Loyola University, Chicago, School of Law (2005)  
*cum laude*  
CALI award recipient for Appellate Advocacy  
Certificate in Trial Advocacy
- M.B.A., Loyola University, Chicago (2004)
- B.S., Indiana University (1999)

## Admissions

- Illinois

## Affiliations

- American Bar Association
- Chicago Bar Association

## Representative Engagements

### Representative Complex Litigation Matters

- *Ellis v. Costco Wholesale Corporation*, No. 04-cv-03341 (N.D. Cal.) (nationwide class action for gender discrimination alleging denial of promotions).
- *Hageman et al v. Accenture, LLP*, 2010-cv-07159 (D. Minn.) (pattern and practice and disparate impact age discrimination collective action).
- *Breneisen v. Motorola, Inc.*, (N.D. Ill. ) (7th Cir. Ct. App.) (multi-plaintiff case alleging violations of the FMLA and tort claims).
- *Equal Employment Opportunity Commission v. WRS Infrastructure and Environment, Inc.*, 2009-cv-04272 (N.D. Ill.) (multi-plaintiff race harassment and discrimination/retaliation).
- *Reed et al v. Advocate Health Care et al*, 2006-cv-03337 (N.D. Ill.) (defense of purported class of approximately 19,000 nurses alleging that hospitals engaged in wage fixing in the Chicago Metropolitan Area in violation of federal antitrust laws).

### Other Representative Matters

- *Metty v. Motorola, Inc.*, No. 05-cv-04113 (N.D. Ill.) (defense of senior executive's sex discrimination claims against Executive Team and CEO) (Wall Street Journal, Mar. 12, 2007; Chicago Tribune: September 17, 2006, Oct. 12, 2006, Mar. 9, 2007).
- *Dahl v. Wells Fargo Advisors, LLC et al*, 2010-cv-04696 (D. Minn.) (age discrimination in reduction-in-force).
- *Cottrell v. Costco Wholesale Corporation*, 2010-cv-03154 (D. Minn.) (sexual harassment and retaliation case).
- *Alonso v. Motorola Incorporated*, 2006-cv-06270 (N.D. Ill.) (age, color, and national origin discrimination claim).
- *Mullman v. Motorola, Inc. et al*, 2007-cv-034303 (N.D. Ill.) (7th Cir.) (age discrimination).
- *Davis et al v. Exel, Inc. et al*, 2010-cv-3559 (N.D. Ill.) (multi-plaintiff race national origin, gender discrimination and retaliation).
- *Akkelah v. DHL Express (USA), Inc.*, 2010-cv-04641 (N.D. Ill.) (national origin discrimination).
- *Shvartsman v. Motorola Inc.*, 2010-cv-03733 (N.D. Ill.) (age discrimination).
- *Herrera v. Exel, Inc.*, 2010-cv-054346 (N.D. Ill.) (race discrimination).
- *Tarr v. Rotary International/Rotary Foundation*, 2011-cv-01444 (N.D. Ill.) (race and age discrimination/retaliation).
- *Boike v. Motorola Inc.*, 2008-cv-04678 (N.D. Ill.) (race, age, and disability discrimination).
- *Graves v. UAL Corp. et al*, 2008-cv-06733 (N.D. Ill.) (race, age and disability discrimination).
- *Bullard v. Motorola, Inc.*, 2008-cv-03311 (D. Md.) (age discrimination).
- *Burton v. Motorola Inc.*, 2010-cv-03064 (N.D. Ill.) (age discrimination).
- *Miner v. Costco Wholesale Corporation*, 2009-cv-00211 (D. Neb.) (age discrimination).
- *Scheer v. Motorola, Inc.*, 2009-cv-00209 (E.D. Pa.) (sex discrimination and retaliation).

- *Vernon v. Motorola, Inc. et al*, 2011-cv-00561 (E.D. Pa.) (sex discrimination and retaliation).
- *Feridianian v. Swedish Covenant Hospital*, 2009-cv-02828 (N.D. Ill.) (sex, national origin and religious discrimination).
- *Stegall v. Exel Inc.*, 2009-cv-04631 (N.D. Ill.) (race and age discrimination).
- *Marcantelli v. EEI Holding Corporation*, 2009-cv-06388 (N.D. Ill.) (age discrimination).
- *Mobley v. Excel*, 2009-cv-07830 (N.D. Ill.) (race discrimination).
- *Tarr v. Rotary International et al*, 2010-cv-00678 (N.D. Ill.) (age and disability discrimination).
- *Harrison v. Costco Wholesale Corp.*, 2010-L-50661 (Cir. Ct. Cook Cty.) (sexual orientation and racial harassment, gender discrimination).

## Presentations

- "Getting Ready for MEPA: A Workshop on Pay Equity Analyses," Client Workshop, presented by Seyfarth Shaw LLP, Boston, MA (January 25, 2018)
- "Navigating Salary History Bans From Coast to Coast," Webinar, presented by Seyfarth Shaw LLP (October 25, 2017)
- "Understanding the New EEO-1 Report: Pay Data and 'Hours Worked' Requirements," Webinar, presented by Seyfarth Shaw LLP (August 14, 2017)
- "EEO-1 Update: Preparing Now for EEOC's New Pay Reporting Requirement," Webinar, presented by Seyfarth Shaw LLP (October 11, 2016)
- "Pay Equity Legislation and Enforcement is on the Rise - How Can You Safeguard Your Company?" Breakfast Briefing, presented by Seyfarth Shaw LLP, Chicago, IL (June 22, 2016)
- "Pay Equity Legislation and Enforcement is on the Rise - How Can You Safeguard Your Company?" Breakfast Briefing, presented by Seyfarth Shaw LLP, New York, NY (May 18, 2016)
- "On Equal Pay Day - What Employers Need to Know," Webinar, presented by Seyfarth Shaw LLP (April 12, 2016)
- "How to Proactively Prepare for the New EEOC Pay Report Proposed in 2017," Webinar, presented by Seyfarth Shaw LLP (February 16, 2016)
- "Pay Equity After the California and New York Equal Pay Acts: Answering the Biggest Questions," Webinar, presented by Seyfarth Shaw LLP (January 14, 2016)
- "California's New Fair Pay Act: Prepare to Defend Your Employee Compensation," Webinar, presented by Seyfarth Shaw LLP (October 22, 2015)

## Publications

- Co-Author, "California's Salary History Ban Goes Into Effect But With A Twist," *One Minute Memo*, Seyfarth Shaw LLP (December 28, 2017)
- Co-Author, "UPDATE: New York City Commission on Human Rights Issues Fact Sheets Regarding the NYC Salary History Ban," *Management Alert*, Seyfarth Shaw LLP (September 15, 2017)
- Co-Author, "Breaking News: Update to Seyfarth Alerts Regarding the Stay of 'Component 2' of the Revised EEO-1 Report," *One Minute Memo*, Seyfarth Shaw LLP (September 6, 2017)
- Co-Author, "Breaking News: Update to Seyfarth Alert Regarding the Stay of 'Component 2' of the Revised EEO-1 Report," *One Minute Memo*, Seyfarth Shaw LLP (August 30, 2017)
- Co-Author, "VETS-4212 Report: 2017 Filing Cycle starts August 1, 2017," *One Minute Memo*, Seyfarth Shaw LLP (July 31, 2017)
- Co-Author, "UPDATE: San Francisco's Salary History Ban Signed Into Law," *One Minute*

*Memo*, Seyfarth Shaw LLP (July 26, 2017)

- Co-Author, "ALJ Narrows OFCCP's Request for Google Employee and Pay Data," *Management Alert*, Seyfarth Shaw LLP (July 20, 2017)
- Co-Author, "San Francisco's Salary History Ban "Finally Passes" After Two Rounds of Votes," *One Minute Memo*, Seyfarth Shaw LLP (July 13, 2017)
- Co-Author, "The Baton Passes Back to the East Coast: Prior Salary Ban Passed in Delaware and Philadelphia Law Suit Challenging Prior Salary Ban Back On," *One Minute Memo*, Seyfarth Shaw LLP (June 23, 2017)
- Co-Author, "The Pay Equity March on the West Coast Begins: Oregon Signs Expansive Equal Pay Law and San Francisco Considers Salary History Ban," *One Minute Memo*, Seyfarth Shaw LLP (June 8, 2017)
- Co-Author, "President Trump's Budget Includes Proposed Merger of EEOC and OFCCP," *One Minute Memo*, Seyfarth Shaw LLP (May 23, 2017)
- Co-Author, "UPDATE: The Trend Continues: NYC Passes Salary History Ban," *One Minute Memo*, Seyfarth Shaw LLP (May 6, 2017)
- Co-Author, "Ninth Circuit Holds that Prior Salary Alone May Justify Pay Differential in Equal Pay Act Cases," *One Minute Memo*, Seyfarth Shaw LLP (May 4, 2017)
- Co-Author, "President Trump Revokes Government Contracting Executive Orders And Signs Disapproval Resolution of "Blacklisting" Regulations," *One Minute Memo*, Seyfarth Shaw LLP (March 27, 2017)
- Co-Author, "Senate Passes Disapproval Resolution of "Blacklisting" Regulations," *One Minute Memo*, Seyfarth Shaw LLP (March 8, 2017)
- Co-Author, "Congress in Process of Passing Disapproval Resolution of Blacklisting Regulations," *Management Alert*, Seyfarth Shaw LLP (February 9, 2017)
- Co-Author, "Additional Information for Implementing the Renewed Disability Self-ID Form," *One Minute Memo*, Seyfarth Shaw LLP (February 6, 2017)
- Co-Author, "President Announces Continuation of E.O. 13672 Protections for Government Contractors," *One Minute Memo*, Seyfarth Shaw LLP (February 1, 2017)
- Co-Author, "OMB Renews Disability Self-ID Form Required for Federal Contractors and Subcontractors," *One Minute Memo*, Seyfarth Shaw LLP (February 1, 2017)
- Co-Author, "New Jersey Senate Fails to Override Veto on Salary History Inquiry Ban, and Proposes Two New Pay Equity Bills, With Another Pending in the Senate," *One Minute Memo*, Seyfarth Shaw LLP (January 27, 2017)
- Co-Author, "Texas Judge Grants Preliminary Injunction to Government Contractors Challenging "Blacklisting" Executive Orders," *One Minute Memo*, Seyfarth Shaw LLP (October 26, 2016)
- Co-Author, "Breaking News: EEOC Revised EEO-1 Report Finalized - Employers With More Than 100 Employees Will Be Required to Submit Pay Data to EEOC," *Management Alert*, Seyfarth Shaw LLP (September 29, 2016)
- Co-Author, "FAR and DOL Issue Final Rule and Guidance on "Blacklisting" Executive Order," *Management Alert*, Seyfarth Shaw LLP (August 29, 2016)
- Co-Author, "More Proposed Pay Changes: Bill To Restrict Employers From Asking About Salary History Introduced to the New York City Council," *One Minute Memo*, Seyfarth Shaw LLP (August 18, 2016)
- Co-Author, "EEOC Revises EEO-1 Report Proposed Pay-Data Collection Rules," *One Minute Memo*, Seyfarth Shaw LLP (July 18, 2016)
- Co-Author, "OFCCP Issues Sweeping New Sex Discrimination Guidelines," *One Minute Memo*, Seyfarth Shaw LLP (June 14, 2016)
- Co-Author, "Seyfarth Submits Comments to EEOC Regarding Proposed Pay Data Collection under EEO-1 Report," *Management Alert*, Seyfarth Shaw LLP (April 5, 2016)
- Co-Author, "Breaking News: EEOC Holds Public Hearing on EEO-1 Pay Report: Seyfarth to Testify on Behalf of U.S. Chamber of Commerce," *Management Alert*, Seyfarth Shaw

LLP (March 15, 2016)

- Co-Author, "Breaking News: New EEOC Pay Report Proposed For Employers in 2017," *Management Alert*, Seyfarth Shaw LLP (January 29, 2016)
- Co-Author, "OFCCP Announces Final Rule to Promote Pay Transparency," *Management Alert*, Seyfarth Shaw LLP (September 10, 2015)
- Co-Author, "Federal Contractor News Roundup: Paid Sick Leave, Pay Secrecy, Posters, Plus More," *Management Alert*, Seyfarth Shaw LLP (September 8, 2015)
- Co-Author, "Another Potential "Hook" For Entities Doing Business with Federal Contractors: The NLRB's Browning-Ferris Decision," *One Minute Memo*, Seyfarth Shaw LLP (September 1, 2015)
- Co-Author, "OFCCP Update: 7.0% Veterans Hiring Benchmark Announced," *One Minute Memo*, Seyfarth Shaw LLP (April 21, 2015)
- Co-Author, "Federal Contractors Should Be Concerned About The OFCCP's NPRM Revising its Sex Discrimination Guidelines," *One Minute Memo*, Seyfarth Shaw LLP (January 30, 2015)
- Co-Author, "DOL Issues Final Rule on Government Contractor Sexual Orientation and Gender Identity Non-Discrimination and Affirmative Action Requirements," *One Minute Memo*, Seyfarth Shaw LLP (December 9, 2014)
- Co-Author, "OFCCP Proposes New Equal Pay Report," *Management Alert*, Seyfarth Shaw LLP (August 8, 2014)
- Co-Author, "President Obama Expands LGBT Non-Discrimination Protections with Executive Order," *One Minute Memo*, Seyfarth Shaw LLP (July 21, 2014)
- Co-Author, "OFCCP Issues Additional FAQs: Clarifies Data Collection Analysis, Self-Identification, Utilization Goals and Hiring Benchmarks," *Management Alert*, Seyfarth Shaw LLP (June 23, 2014)
- Co-Author, "TR(I) Again Later: OFCCP Directive Establishes 5-Year Enforcement Moratorium for TRICARE Providers," *One Minute Memo*, Seyfarth Shaw LLP (May 8, 2014)
- Co-Author, "White House Executive Actions Seek to Give Equal Pay its Day," *One Minute Memo*, Seyfarth Shaw LLP (April 9, 2014)
- Co-Author, "OFCCP News Roundup: 7.2% Hiring Benchmark Announced; Court Rejects Challenge to Regulations Effective Today; OFCCP Releases Disability and Veterans Community Resources Directory," *Management Alert*, Seyfarth Shaw LLP (March 24, 2014)
- Co-Author, "OFCCP Posts New FAQs Clarifying Implementation of Section 503 and VEVRAA Regulations," *Management Alert*, Seyfarth Shaw LLP (February 19, 2014)
- Co-Author, "OFCCP Finalizes Disability Self-Identification Form; Seyfarth Offering Fixed Fee Compliance Packages," *One Minute Memo*, Seyfarth Shaw LLP (January 27, 2014)
- Co-Author, "The Clock Starts Ticking Today For OFCCP's "Game-Changing" VEVRAA & Section 503 Regulations - Effective March 24, 2014," *Management Alert*, Seyfarth Shaw LLP (September 24, 2013)
- Co-Author, "OFCCP Wins Major Battle Over Coverage Of Some Health Care Providers," *Management Alert*, Seyfarth Shaw LLP (April 5, 2013)
- Co-Author, "OFCCP's New Compensation Plan Provides Little Direction," *One Minute Memo*, Seyfarth Shaw LLP (February 27, 2013)
- Co-author, "OMB Approves OFCCP'S Proposed Revisions to FAAP Directive," *One Minute Memo*, Seyfarth Shaw LLP (December 21, 2012)
- Co-Author, "Census Bureau Releases Latest Equal Employment Opportunity Tabulation Based On The American Community Survey For 2006-2010" *One Minute Memo*, Seyfarth Shaw LLP (November 30, 2012)
- Co-Author, "EEO in Action: Step Up Your Outreach to Protected Veterans," *One Minute Memo*, Seyfarth Shaw LLP (November 15, 2012)

- Co-Author, “What The Presidential Election Means For Federal Contractors: Insight Into What’s Ahead For Affirmative Action,” *One Minute Memo*, Seyfarth Shaw LLP (November 9, 2012)
- Co-author, “Supreme Court Hears Oral Arguments On Legality Of Affirmative Action In Higher Education,” *One Minute Memo*, Seyfarth Shaw LLP (October 11, 2012)
- Contributed to Congressional testimony before the House Committee on Health, Education, Labor & Pensions: Hearing on S. 811 - Employment Non-Discrimination Act of 2011
- Contributed to Congressional testimony before the House Committee on Health, Education, Labor & Pensions: Hearing on S. 1584 - Employment Non-Discrimination Act of 2009
- Contributed to Congressional testimony before the Senate Committee on Health, Education, Labor & Pensions: Hearing on S. 1881 - The Americans With Disabilities Act Restoration Act of 2007
- Contributed to Congressional testimony before the House Subcommittee on Workforce Protections: Hearing on H.R. 1338 - The Paycheck Fairness Act
- “More Questions Than Answers -- The EEOC’s New Regulations on the ADEA,” *Seyfarth Shaw LLP - The Workplace Class Action Blog*
- “Seventh Circuit Signals Potential Shift In Law For Job Transfers As a Reasonable Accommodation In EEOC-Initiated Litigation,” *Seyfarth Shaw LLP - The Workplace Class Action Blog*
- “Court Rejects Novel EEOC Claim: Breast-Pumping Is Not Protected Under Title VII,” *Seyfarth Shaw LLP - The Workplace Class Action Blog*
- “Getting The Most Bang For The Buck” - The EEOC Outlines Its Strategic Plan To Target Systemic Discrimination Claims Over The Next Four Years, *Seyfarth Shaw LLP - The Workplace Class Action Blog*