



Alex W. Karasik

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Biography

Practices & Sectors

Labor & Employment

Complex
Discrimination
Litigation

Commercial Class
Action Defense

Employment Litigation

Retail

Wage & Hour
Litigation

Commercial Litigation

Trade Secrets,
Computer Fraud &
Non-Competes

Workplace
Counseling &
Solutions

Background
Screening
Compliance &
Litigation

Mr. Karasik is an associate at the Chicago office of Seyfarth Shaw LLP, the leading national employment and labor law firm. His practice is centered in the Labor & Employment Department, where he defends employers in a wide range of employment law matters, including class and collective actions, wage and hour collective actions, and single plaintiff discrimination claims.

Mr. Karasik first joined the firm as a case assistant following his second year of law school, before returning to the firm after graduation as a Senior Fellow. In addition to his Labor & Employment law practice, Mr. Karasik has assisted with a variety of pro bono matters, including cases involving the return of internationally abducted children under the Hague Convention and petitions for certificates of good conduct for felons in Chicago, Illinois.

While in law school, Mr. Karasik served as the Symposium Editor for the *Journal of Legislation*. In addition, he served two terms as the President of the Sports, Communication & Entertainment Law Forum. During his time in law school, Mr. Karasik clerked for a national labor & employment law firm as well as a personal injury firm in Chicago, before joining Seyfarth Shaw in August of 2014.

While studying at the University of Southern California, Mr. Karasik spent over five years working with the USC Trojans football team, where he earned two Rose Bowl rings working under future Super Bowl winning Coach Pete Carroll. Mr. Karasik also worked at Fox Sports, where he assisted in the production of NFL and MLB Highlights.

Education

- J.D., University of Notre Dame Law School (2015)
Symposium Editor - *Journal of Legislation*
President - Sports, Communication & Entertainment Law Forum
- M.A. in Communication Management, University of Southern California (2012)
Area of Focus - Entertainment Management
- B.A. in Communication, University of Southern California (2010)

Admissions

- Illinois

Courts

- U.S. District Court for the Northern District of Illinois
- U.S. District Court for the Western District of Tennessee
- U.S. District Court for the District of Colorado
- U.S. District Court for the Eastern District of Michigan

Affiliations

- American Bar Association
- Chicago Bar Association
- Federal Bar Association (Chicago Chapter)

Presentations

- "Discrimination Claims Around Race, Religion & Inconsistent Rule Enforcement," Webinar, presented by Affiliates Risk Management Services, Inc. (October 11, 2018)

Media Mentions

- Quoted, "Recent ruling in glutamine powder case could have far-reaching implications for class action cases, lawyer says," *Cook County Record* (February 2, 2018)
- Quoted, "EEOC Loses Again As It Backs Muslim Women Who Say They Weren't Hired Because Of Hijabs," *Forbes* (January 29, 2018)
- Quoted, "Attorney: Seventh Circuit's decision to OK AmEx settlement giving lawyers more than class members an 'eye-opener'," *Cook County Record* (January 17, 2018)
- Quoted, "Dollar General ruling strengthens EEOC's hand to widen discrimination claims into 'fishing expeditions'," *Cook County Record* (April 24, 2017)
- Quoted, "Ruling will boost defendants' chances of discovering who is funding litigation against them," *Legal Newslines* (August 16, 2016)
- Quoted, "Judge denies summary judgment in discrimination suit against San Jose bakery," *NorCal Record* (May 26, 2016)
- Quoted, "EEOC motion in San Jose bakery lawsuit example of new recipe, attorney says," *Legal Newslines* (May 18, 2016)
- Quoted, "W.Va. worker, EEOC win 'Mark of the Beast' case," *Legal Newslines* (May 18, 2016)

Publications

- Co-Author, "Illinois Supreme Court Issues Landmark Ruling Interpreting The Illinois Biometric Information Privacy Act," *Workplace Class Action Blog*, Seyfarth Shaw LLP (January 25, 2019)
- Co-Author, "An Agency Building Momentum: EEOC Report Card Touts Millions In Recoveries, Committed Focus On Sexual Harassment," *Workplace Class Action Blog* and *EEOC Year-End Countdown*, Seyfarth Shaw LLP (November 16, 2018)

- Co-Author, "What Is Hot And What Is Not At The EEOC," *Workplace Class Action Blog*, Seyfarth Shaw LLP (November 15, 2018)
- Co-Author, "Sixth Circuit Holds Class Certification on Issues is Appropriate in Toxic Tort Action," *Workplace Safety and Environmental Law Alert Blog*, Seyfarth Shaw LLP (August 21, 2018)
- Co-Author, "Federal Court Delivers EEOC A Victory Over UPS In ADA Lawsuit Regarding Pay," *Workplace Class Action Blog*, Seyfarth Shaw LLP (August 10, 2018)
- Co-Author, "Federal Court Scuttles Class Action Settlement Objectors' Motion To Dismiss Lawsuit Brought By Plaintiff Class Action Firm," *Workplace Class Action Blog*, Seyfarth Shaw LLP (August 5, 2018)
- Co-Author, "California Court Dismisses Deficient Disability Claims In EEOC-Initiated Systemic Action," *Workplace Class Action Blog* Seyfarth Shaw LLP (July 24, 2018)
- Co-Author, "Dismissal Denied In EEOC Race Discrimination Action Against Security Company," *Workplace Class Action Blog*, Seyfarth Shaw LLP (May 24, 2018)
- Co-Author, "Empire State Employer Emerges Victorious In Equal Pay Act Lawsuit," *Workplace Class Action Blog*, Seyfarth Shaw LLP (May 4, 2018)
- Co-Author, "How The Contours Of Workplace Discrimination Laws Are In Flux," *Workplace Class Action Blog*, Seyfarth Shaw LLP (March 16, 2018)
- Co-Author, "School Scores Summary Judgment Win In ADEA Collective Action," *Workplace Class Action Blog*, Seyfarth Shaw LLP (March 14, 2018)
- Co-Author, "Federal Court Rules That The EEOC Can Mess With Texas In Felon Hiring Lawsuit," *Workplace Class Action Blog*, Seyfarth Shaw LLP (February 27, 2018)
- Co-Author, "California Court 'Swipes Left' And Reverses Tinder's Age-Based Price Discrimination Win," *Workplace Class Action Blog*, Seyfarth Shaw LLP (February 3, 2018)
- Co-Author, "Nixing Nationwide Class Action Claims: Federal Court Ruling Provides Blueprint For Businesses," *Workplace Class Action Blog*, Seyfarth Shaw LLP (January 24, 2018)
- Co-Author, "Class Action Cash-In: 7th Circuit Allows Attorneys' Fees To Exceed Plaintiffs' Payout," *Workplace Class Action Blog*, Seyfarth Shaw LLP (December 21, 2017)
- Co-Author, "Court Refuses To Release Correctional Facility Employer From Age Discrimination Suit, But Orders The EEOC To Identify Aggrieved Individuals," *Workplace Class Action Blog*, Seyfarth Shaw LLP (December 8, 2017)
- Co-Author, "Ouch: EEOC Gets Summary Judgment Win Relative To Employer's Medical Testing," *Workplace Class Action Blog*, Seyfarth Shaw LLP (December 7, 2017)
- Co-Author, "EEOC Ordered To Pay \$1.9 Million For Frivolous Claims Against Trucking Company," *Workplace Class Action Blog*, Seyfarth Shaw LLP (September 27, 2017)
- Co-Author, "Interference On The Defense? Tenth Circuit Reinstates EEOC's Formerly Dismissed Claim," *Workplace Class Action Blog*, Seyfarth Shaw LLP (September 19, 2017)
- Co-Author, "New Class Action Litigation Risks – What Businesses Need To Know," *Workplace Class Action Blog*, Seyfarth Shaw LLP (September 15, 2017)
- Co-Author, "Summary Judgment Denied For Employer Who Circulated Letter About

- Employee's Disability Discrimination Charge," *Workplace Class Action Blog*, Seyfarth Shaw LLP (August 28, 2017)
- Co-Author, "Employer Takeaways From EEOC's \$10.5M Deal With Bass Pro," *Law360* (August 9, 2017)
 - Co-Author, "EEOC's Motion For Sanctions Granted Over Employer's Failure To Preserve And Produce Records," *Workplace Class Action Blog*, Seyfarth Shaw LLP (August 7, 2017)
 - Co-Author, "Cutting Class: Teachers' Motion For Class Certification Denied In Race Discrimination Class Action," *Workplace Class Action Blog*, Seyfarth Shaw LLP (July 27, 2017)
 - Co-Author, "More 'Mark of the Beast' – Fourth Circuit Affirms Denial Of Employer's Post-Verdict Motions In EEOC's Anti-Christ Discrimination Case," *Workplace Class Action Blog*, Seyfarth Shaw LLP (June 15, 2017)
 - Co-Author, "Sixth Circuit Signs Off On EEOC Subpoena In UPS Disability Discrimination Case," *Workplace Class Action Blog*, Seyfarth Shaw LLP (June 14, 2017)
 - Co-Author, "Sixth Circuit Shuts Down EEOC's Appeal In Sex Harassment Suit," *Workplace Class Action Blog*, Seyfarth Shaw LLP (June 13, 2017)
 - Co-Author, "Following U.S. Supreme Court Review, Ninth Circuit Remands EEOC Subpoena Case," *Workplace Class Action Blog*, Seyfarth Shaw LLP (May 25, 2017)
 - Co-Author, "Florida Federal Court Grants Conditional Certification In ADEA Collective Action Following Employer's Reduction-In-Force," *Workplace Class Action Blog*, Seyfarth Shaw LLP (May 11, 2017)
 - Co-Author, "Dueling Fifth Circuit Panel Deadlocks, No Rehearing For Bass Pro In 'Big Fish' EEOC Case," *Workplace Class Action Blog*, Seyfarth Shaw LLP (May 3, 2017)
 - Co-Author, "Denial Of Defenses: Illinois Court OK's EEOC's Pre-Suit Procedures," *Workplace Class Action Blog*, Seyfarth Shaw LLP (April 12, 2017)
 - Co-Author, "D.C. Court Certifies Three Classes In Race Discrimination Class Action Involving Criminal Background Policy," *Workplace Class Action Blog*, Seyfarth Shaw LLP (April 11, 2017)
 - Co-Author, "Employer Defeats Novel TCPA Class Action," *Workplace Class Action Blog*, Seyfarth Shaw LLP (March 31, 2017)
 - Co-Author, "Tennessee Court Rejects EEOC's Supersized Subpoena Served On Fast Food Employer," *Workplace Class Action Blog*, Seyfarth Shaw LLP (March 31, 2017)
 - Co-Author, "Keys To Successor Liability: EEOC Discrimination Suit In Alabama," *Workplace Class Action Blog*, Seyfarth Shaw LLP (March 24, 2017)
 - Co-Author, "No Subpoena For You! – Tenth Circuit Says EEOC's Subpoena Out Of Line," *Workplace Class Action Blog*, Seyfarth Shaw LLP (March 2, 2017)
 - Co-Author, "Clarifying EEOC's Obligation For Presuit Conciliation," *Law360* (January 20, 2017)
 - Co-Author, "No Means No – Judge Limits The EEOC's Claims In Bass Pro Case (Again)," *Workplace Class Action Blog*, Seyfarth Shaw LLP (January 6, 2017)
 - Co-Author, "Bullseye On Big Business: EEOC's 2016 Performance And Accountability Report Shows Target On Systemic Litigation," *Workplace Class Action Blog*, Seyfarth Shaw LLP (November 17, 2016)

- Co-Author, “No New Trial: Court Grounds EEOC Following JetStream’s Victory In Religious Discrimination Trial,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (November 10, 2016)
- Co-Author, “Fifth Circuit Flips Grant Of Summary Judgment Against EEOC in ADA Case,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (October 16, 2016)
- Co-Author, “Now Something Known As “Onionhead” Is A “Religion” For Which The EEOC Can Bring A Religious Discrimination Suit,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (October 7, 2016)
- Co-Author, “Just What The Doctor Ordered: Court Denies The EEOC’s Motion For Summary Judgment In ADA Suit Regarding Employer’s Wellness Program,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (September 23, 2016)
- Co-Author, “Jumping For Joint Employer: The EEOC Files Amicus Brief Supporting Broadened Definition Of Joint Employer In High-Profile NLRB Litigation,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (September 21, 2016)
- Co-Author, “Eleventh Circuit Affirms Dissolution Of Class Action Consent Decree Due To Plaintiffs’ Inaction,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (August 30, 2016)
- Co-Author, “More Mach Mining: Court Denies The EEOC’s Motion For Reconsideration Of Discovery Order,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (August, 29, 2016)
- Co-Author, “EEOC Loses Landmark Transgender Discrimination Case,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (August 19, 2016)
- Co-Author, “Bankrolling Class Actions: Court Rules That Plaintiff Must Identify Third-Party Funder Of Class Action Lawsuit,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (August 9, 2016)
- Co-Author, “After A Decade Of Mixed Results, EEOC Rebrands Its Systemic Discrimination Litigation Program,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (July 15, 2016)
- Co-Author, “Taking The EEOC At Its Word: Court Relies On Agency’s Own Declaration In Granting Summary Judgment,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (June 3, 2016)
- Co-Author, “U.S. Supreme Court Rejects The Government’s Position In The Largest EEOC Fee Sanction Case Ever,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (May 19, 2016)
- Co-Author, “Lesson On EEOC Language Litigation: Employer Denied Summary Judgment After Terminating Non-English Speaking Employees,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (May 10, 2016)
- Co-Author, “No Knocking Necessary: Court Rules EEOC Can Enter Employer’s Premises Without Warrant Or Consent,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (May 9, 2016)
- Co-Author, “Investigating Illegal Aliens’ Charges: Fourth Circuit Says EEOC Can Serve Subpoena On Employer,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (April 29, 2016)
- Co-Author, “Still Cookin’ In California Court: Bakery Employer Survives EEOC Motion For Summary Judgment,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (April 25, 2016)
- Co-Author, “Dismissal Denied For Discussing Disability: EEOC Case Against Employer

Survives," *Workplace Class Action Blog*, Seyfarth Shaw LLP (April 18, 2016)

- Co-Author, "U.S. Supreme Court Hears Oral Argument In EEOC v. CRST Van Expedited, Inc.," *Workplace Class Action Blog*, Seyfarth Shaw LLP (March 29, 2016)
- Co-Author, "Truckin' To The Top Court: CRST Files Final Reply Brief Before Supreme Court Argument Against EEOC," *Workplace Class Action Blog*, Seyfarth Shaw LLP (March 24, 2016)
- Co-Author, "Back On The Butcher's Block: Court Chops Down Meat Packing Employer's Witness List In EEOC Religious Discrimination Case," *Workplace Class Action Blog*, Seyfarth Shaw LLP (March 19, 2016)
- Co-Author, "With Adverse Employment Action Absent, Court Denies EEOC's Motion For Reconsideration In Religious Accommodation Case," *Workplace Class Action Blog*, Seyfarth Shaw LLP (March 14, 2016)
- Co-Author, "'We Don't Want To Pay \$4.7 Million' – EEOC Files Its Supreme Court Brief in CRST Fee Sanction Case," *Workplace Class Action Blog*, Seyfarth Shaw LLP (February 24, 2016)
- Co-Author, "Judgment Day Dooms Employer: No New Trial In EEOC Case After Finding Of Failure To Accommodate Anti-Christ Fears," *Workplace Class Action Blog*, Seyfarth Shaw LLP (February 24, 2016)
- Co-Author, "Every Vote Counts: The Scalia Legacy And The Future Of Employment Class Actions Before The Supreme Court," *Workplace Class Action Blog*, Seyfarth Shaw LLP (February 17, 2016)
- Co-Author, "Briefing For The Big Bucks: CRST Asks U.S. Supreme Court For Attorneys' Fees From The EEOC," *Workplace Class Action Blog*, Seyfarth Shaw LLP (February 2, 2016)
- Co-Author, "Mach Mining Part 3: Supreme Court Gem Resurfaces In Southern District Of Illinois," *Workplace Class Action Blog*, Seyfarth Shaw LLP (January 25, 2016)
- Co-Author, "Employment Counsel Should Keep An Eye on Rule 23," *Law360* (October 6, 2015)