



Christopher J. DeGross

Partner

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Biography

Practices & Sectors

Labor & Employment

Complex
Discrimination
Litigation

Workplace
Counseling &
Solutions

Labor Management
Relations

Employment Litigation

Christopher J. DeGross is a partner of Seyfarth Shaw LLP, a leading national labor and employment law firm. Mr. DeGross, a member of the Labor and Employment Practice Group in the Firm's Chicago office and is Co-Chair of the Firm's Complex Discrimination Litigation Practice Group. Mr. DeGross represents employers throughout the country in a wide range of employment law matters largely focused on multi-plaintiff and class/collective actions. Mr. DeGross also manages large portfolios of cases for some of our most valued institutional clients.

Mr. DeGross's class action experience spans the entire scope of employment law theories, including claims of race, age and gender discrimination, sexual harassment, retaliation, and wage and hour matters. Mr. DeGross has leveraged this experience with the talents of others operating in high impact class-action teams to secure dismissal of substantial multi-plaintiff claims. In addition, when it has advantaged the employer, he has structured complex case-resolution strategies for the efficient disposition of otherwise costly actions. Mr. DeGross also has designed valuable partnering relationships with clients' existing counsel to provide strategic case collaboration and guidance.

Mr. DeGross has extensive experience litigating against the Equal Employment Opportunity Commission, both at the early charge stage, administrative subpoena enforcement actions, and in large-scale EEOC pattern-and-practice litigation. He has developed innovative strategies for addressing wide-ranging governmental requests for information and has handled complex regional and national EEOC investigations and negotiations, typically resulting in no action being taken against our clients at all. When the EEOC has resorted to litigation, Mr. DeGross has been instrumental in defending our clients against these often high-profile systemic cases, working with any number of class action teams to achieve efficient and effective case resolution. Mr. DeGross is routinely asked to speak on emerging EEOC issues and is regularly quoted and published on this and related topics.

Mr. DeGross's class experience also includes a significant understanding of emerging electronic discovery issues, including spearheading the briefing and argument on a controversial class action cost-shifting issue related to electronic discovery, securing one of the most employer-favorable published opinions concerning how costs are shared by the parties.

Beyond this litigation experience, Mr. DeGross routinely counsels employers on mass layoffs, plant closing, harassment investigations, employment contracts and numerous other areas – counseling that has allowed clients to avoid litigation in the first instance. As a member of the Business Restructuring and Transactional Employment practice, Mr. DeGross identifies employment obligations, liabilities and risks in the business restructuring context and provides

detailed statutory compliance advice. He also provides legal advice and practical assistance with employee communications and potential separation issues arising in the business restructuring context.

Education

- J.D., Indiana University School of Law (1996)
- B.A., Indiana University (1992)

Admissions

- Indiana
- Illinois

Courts

- U.S. Court of Appeals for the Sixth Circuit
- U.S. Court of Appeals for the Seventh Circuit
- U.S. Court of Appeals for the Ninth Circuit
- U.S. District Court for the Central District of Illinois
- U.S. District Court for the Northern District of Illinois
- U.S. District Court for the Southern District of Illinois
- U.S. District Court for the Northern District of Indiana
- U.S. District Court for the Southern District of Indiana
- U.S. District Court for the Western District of Arkansas
- U.S. District Court for the Eastern District of Arkansas
- U.S. District Court for the District of Colorado
- U.S. District Court for the Western District of Michigan

Affiliations

- American Bar Association
- Chicago Bar Association
- Society of Human Resources Professionals, Member of Legislative Committee

Representative Engagements

Representative Complex Litigation Matters

- *EEOC v. Caterpillar Inc.*, (U.S.D.C - N.D. Ill.) (full defense verdict in pattern or practice sex harassment and retaliation case under Title VII)
- *EEOC v. Global Horizons*, No. CV-11-3045 (U.S.D.C. Lexus 37674)
- *EEOC v. DSW Inc.* (U.S.D.C. - N. D. Ill) (successful resolution of EEOC case alleging

systemic age and retaliation)

- *EEOC v. Evans Fruit Co., Inc.*, No. 10-CV-3033 (E.D. Wash.) (full defense verdict reached in high profile EEOC pattern or practice lawsuit on behalf of a class of females in the fruit harvesting industry alleging sex harassment).
- *EEOC v. Unit Corp.* (U.S.D.C. - D. Utah)(successful resolution of EEOC systemic case alleging hiring discrimination based on sex)
- *EEOC v. Dayton-Superior* (U.S.D.C. - N.D. Georgia)(successful resolution of disability discrimination lawsuit)
- *EEOC v. Big Lots* (U.S.D.C. - W.D. Ark.)(successful resolution of EEOC systemic case alleging sexual harassment and retaliation)
- *EEOC v. Outback Steakhouse Restaurants, Inc.* (U.S.D.C. - D. Colorado) (EEOC pattern or practice case alleging gender discrimination in pay and promotions; negotiated favorable consent decree)
- *EEOC v. Valley Fruit Orchards, LLC, et al.*, No 11-CV-3045 (U.S. District Court/Eastern District of Washington) (full dismissal of EEOC pattern or practice case alleging national origin discrimination and harassment brought on behalf of agricultural workers).
- *EEOC v. Global Horizons, Inc.*, No. 11-CV-257(U.S. District Court/ District of Hawaii) (successful resolution of EEOC pattern or practice lawsuit alleging discrimination in the terms and conditions of employment of Thai and Cambodian workers brought to Hawaii to work on coffee plantations).
- *EEOC v. Temple Inland, Inc.* (U.S.D.C. - D. Arizona) (EEOC pattern or practice age claim involving high level facility executives; negotiated favorable consent decree)
- *EEOC v. Jillian's Entertainment Corp.* (U.S.D.C. - S.D. Ind.) (summary judgment granted in landmark nationwide reverse sex discrimination pattern-and-practice hiring case)
- *EEOC v. Balance Staffing*(U.S.D.C - N.D. Ill.) (EEOC pattern or practice case alleging disability discrimination in the hiring of employees; negotiated favorable consent decree)
- *EEOC v. McCormick & Schmick's, Inc.* (U.S.D.C - D. Maryland) (successful resolution of EEOC pattern or practice case alleging race discrimination in hiring, pay, and promotions)
- *EEOC v. Quantum Foods*, (U.S.D.C - N.D. Ill.) (EEOC administrative enforcement lawsuit with respect to a subpoena for documents which the Commission had served in connection with an administrative charge)
- *Anderson et. al v. Otis Elevator* (U.S.D.C. - E.D. Mich.) (summary judgment granted in multi-plaintiff age and race complex litigation matter)
- *Merritt et al. v. WellPoint* (U.S.D.C.- E.D. Va.) (favorable resolution of multi-facility, 153-plaintiff age discrimination case involving comprehensive reduction in force)
- *Wiginton v. CB Richard Ellis* (U.S.D.C. - N.D. Ill.) (favorable resolution of nationwide sexual harassment class action case involving complex electronic discovery issues)
- *Morris, et al. v. Caterpillar Inc.* (U.S.D.C. - C.D. Ill.) (successful resolution of multi-facility, 42-plaintiff age discrimination case involving performance management system)
- *Hurley, et. al. v. Majestic Star Casino* (U.S.D.C. – N.D. Ill.) (dismissal of wage and hour collective action involving FLSA overtime and maritime lien for wages)
- *Ellis, et al. v. Costco Wholesale Corp.* (U.S.D.C. – N.D. Cal.) (nationwide class action for gender discrimination alleging denial of promotions)

- *Tjelle v. Caterpillar Inc.* (Circuit Court of Cook County) (dismissal of putative multi-facility wage and hour class action); (U.S.D.C. – N.D. Ill.) (dismissal of companion FMLA action in Federal District Court)
- *Colindres, et al. v. Quietflex Manufacturing L.P., et al.* (U.S.D.C. – S.D. Texas) (78-plaintiff national origin, retaliation and FLSA class action)

Other Representative Litigation Matters

- *Yeaman v. Caterpillar Inc.* (U.S.D.C. - D. Co.) (defense verdict in four-day jury trial involving sex discrimination claims under Title VII)
- *Ghosh v. Memorial Medical Center* (Sangamon Circuit Court, Ill. Ct. App., Ill. S. Ct.) (dismissal of multi-theory discrimination/breach of contract case appealed through the Illinois Supreme Court); (U.S.D.C. – C.D.Ill., Seventh Circuit Court of Appeals) (affirming dismissal of companion national origin discrimination case in Federal District Court and Seventh Circuit Court of Appeals)
- *Howard v. Temple-Inland, Inc.* (U.S.D.C. - N.D. Ill.) (dismissal of age discrimination case)
- *Morris v. Temple-Inland, Inc.* (U.S.D.C. S.D. Ind.) (dismissal of race discrimination case)
- *Gates v. Caterpillar Inc.* (U.S.D.C. – C.D. Ill.) (dismissal of retaliation and gender discrimination case)
- *Joyner v. Caterpillar Inc.* (U.S.D.C. – C.D. Ill.) (dismissal of age and gender discrimination case)
- *Hightower v. Majestic Star Casino* (U.S.D.C. – N.D. Ind.) (dismissal of race, age and gender discrimination case)
- *Pohl v. United Airlines* (U.S.D.C. – S.D. Ind.) (dismissal of disability discrimination case, including district court judge's published remarks commending defense counsel)
- *Remer v. United Airlines* (U.S.D.C. – S.D. Ind.) (dismissal of age, gender and disability discrimination case)
- *HPA Monon-Recording Pay Arbitration* (AAA Arbitration) (Arbitration award for employer in contract interpretation/reporting pay case)
- *Lamela v. Arlington Int'l Racecourse* (AAA Arbitration) (Arbitration award for employer in just cause employee discharge case)
- *Bartels v. Arlington Int'l Racecourse* (AAA Arbitration) (Arbitration award for employer in complex contract interpretation case)

Presentations

- Co-Presenter, "The EEOC Year In Review - Strategies For Employers," 2019 EEOC-Initiated Litigation Report Webinar, Seyfarth Shaw LLP (March 19, 2019)
- "2018 EEOC-Initiated Litigation Report and Webinar," Webinar, presented by Seyfarth Shaw LLP (February 20, 2018)
- "An In-House Counsel's Guide to Expert Testimony in Jury Trials," Webinar, presented by Seyfarth Shaw LLP (April 18, 2017)
- "Seyfarth's 2017 EEOC-Initiated Litigation Report and Webinar," Webinar, presented by Seyfarth Shaw LLP (March 1, 2017)

Publications

- Co-author, "Equal Employment Opportunity Commission Litigation Report," Seyfarth Shaw LLP (2012, 2013, 2014, 2015)
- Co-author, "Workplace Class Action Litigation Report," Seyfarth Shaw LLP, 11th Edition (2015)
- Co-author, "Employers Beware: EEOC's 2015 Performance And Accountability Report Reaffirms Its Commitment To High Profile, Systemic Litigation," *Workplace Class Action Blog*, Seyfarth Shaw LLP (November 19, 2015)
- Co-author, "Groundhog Day In September – Another Repeat Of The EEOC Fiscal Year-End Lawsuit Filing Frenzy," *Workplace Class Action Blog*, Seyfarth Shaw LLP (September 30, 2015)
- Co-author, "Court Orders EEOC To Pay Defendants' Attorney's Fees For 'Baseless, Unreasonable and Frivolous' Lawsuit," *Workplace Class Action Blog*, Seyfarth Shaw LLP (March 24, 2015)
- Co-author, "EEOC Charge Filings Down And Monetary Rewards To Victims Through Investigations And Litigation Plummet," *Workplace Class Action Blog*, Seyfarth Shaw LLP (February 5, 2015)
- Co-author, "2014's Top 5 Most Intriguing Decisions In EEOC-Initiated Litigation (And A Preview Of Our Annual EEOC Litigation Report)," *Workplace Class Action Blog*, Seyfarth Shaw LLP (January 2, 2015)
- Co-author, "An 'Integral and Indispensable' Supreme Court Win For Employers Regarding What Counts As Time Worked Under the FLSA," *Workplace Class Action Blog*, Seyfarth Shaw LLP (December 9, 2014)
- Co-author, "Separation Agreement Attack Redux – EEOC Takes Another Swing At Employer's Standard Release Language, And Loses On Key Claims," *Workplace Class Action Blog*, Seyfarth Shaw LLP (December 8, 2014)
- Co-author, "'One Step Too Far' — Court Shoots Down The EEOC's Kitchen Sink Subpoena," *Workplace Class Action Blog*, Seyfarth Shaw LLP (November 25, 2014)
- Co-author, "Senator Alexander's Report Puts The Spotlight On The EEOC — And Promises Further Oversight In The Next Congress," *Workplace Class Action Blog*, Seyfarth Shaw LLP (November 24, 2014)
- Co-author, "Examining The EEOC's Fiscal Year-End Lawsuit Blitz," *Law360* (October 22, 2014)
- Co-author, "Not Impressed By The Chutzpah: Court Refuses To Bless The EEOC's Attempt To Create A New Form Of Pattern Or Practice Litigation," *Workplace Class Action Blog*, Seyfarth Shaw LLP (October 12, 2014)
- Co-author, "The Defense Amicus Briefs Submitted To The SCOTUS In EEOC v. Mach Mining," *Workplace Class Action Blog*, Seyfarth Shaw LLP (September 11, 2014)
- Co-author, "The Need For Vigilance: The EEOC Comes Back For A Second Bite Of An Employer After A Settlement," *Workplace Class Action Blog*, Seyfarth Shaw LLP (July 23, 2014)
- Co-author, "Fruit Growers' Discrimination Dismissal Makes For Both A Sweet And Sour Victory," *Workplace Class Action Blog*, Seyfarth Shaw LLP (June 2, 2014)

- Co-author, “Enough is Enough: Retail Litigation Center Advises Court That The EEOC Has Overstepped In Attack On Releases,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (May 13, 2014)
- Co-author, “Victory At Last: Fourth Circuit Orders EEOC To Pay Up On Hefty Attorneys’ Fees Award,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (March 27, 2014)
- Co-author, “What’s Good For The Goose ... Court Turns Table On EEOC In Subpoena Ruling,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (March 19, 2014)
- Co-author, “EEOC Social Media Meeting – Old Framework Applied To New Issues, Or Something Else?,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (March 13, 2014)
- Co-author, “Bass Pro Conciliation Decision Could Open A Can Of Worms For Both EEOC And Employers,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (March 6, 2014)
- Co-author, “The Top 5 Most Intriguing Decisions In EEOC Cases Of 2013 (And A Pre-Publication Preview Of Our Annual EEOC Litigation Report),” *Workplace Class Action Blog*, Seyfarth Shaw LLP (December 31, 2013)
- Co-author, “Seventh Circuit Gives Employers A Lump of Coal And Says Bye-Bye To Failure To Conciliate Defense,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (December 21, 2013)
- Co-author, “Big Bang Or Fizzle? EEOC Internal Annual Report Reveals FY2013 Booms And Busts,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (December 17, 2013)
- “The Background Backlash Continues – Texas Sues The EEOC Over Its Criminal Background Guidance,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (November 6, 2013)
- Co-author, “It’s Not Just A Speed Bump: The EEOC Loses Another Battle In Its War On The Mandatory Conciliation Process,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (October 9, 2013)
- Co-author, “Office Crashers: Another Court Reigns In EEOC Subpoena Authority Run Amok,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (October 3, 2013)
- Co-author, “‘Macho Man Discrimination’ — The EEOC Scores Fifth Circuit Win In Gender-Stereotype Suit,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (October 3, 2013)
- “Time’s Up, Pencils Down: EEOC Final Fiscal Year End Filing Totals Provide Surprises and Insight,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (September 30, 2013)
- “Update On CNH v. EEOC – Can The EEOC Troll For Plaintiffs By Sending A Blast Email To Business Email Addresses?,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (September 10, 2013)
- “The Most Fascinating EEOC Rulings,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (August 9, 2013)
- “State AGs Warn The EEOC: Your “Misguided” Position On Criminal Background Screens Is “Gross Federal Overreach,”” *Workplace Class Action Blog*, Seyfarth Shaw LLP (July 26, 2013)
- “Protecting Our Troops: New Bill Seeks To Make Military Service A Protected Category,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (July 18, 2013)
- “Saying Good-Bye To The Failure To Conciliate Defense? - Seventh Circuit Set To Decide Whether Courts Have Any Power To Review EEOC Conciliations,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (May 28, 2013)

- “Seyfarth Shaw Submits Guidance To The EEOC On Its Quality Control Plan "Draft Principles",” *Workplace Class Action Blog*, Seyfarth Shaw LLP (May 24, 2013)
- “Historic” Verdict In EEOC v. Hill Country Farms Reduced To \$1.6 Million But Litigation Continues As EEOC Seeks Injunctive Relief Against Defunct Company,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (May 16, 2013)
- “EEOC Obtains Record-Smashing \$240 Million Verdict In ADA Case,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (May 3, 2013)
- “Inadmissible Hearsay Rots Away Remaining EEOC Apple-Orchard Retaliation Claims,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (April 22, 2013)
- “EEOC Apple-Orchard Case Chopped Down By Washington Jury,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (April 5, 2013)
- “District Court Sanctions The EEOC For Thwarting Discovery Of Social Media Content,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (March 3, 2013)
- “Seyfarth Shaw Submits Guidance To The EEOC On Its Quality Control Plan,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (February 28, 2013)
- “District Court Rejects The EEOC’s Disability Discrimination Claim And Rules That Random Alcohol Tests Do Not Violate The ADA,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (February 24, 2013)
- “EEOC Kicks Off 2013 Settling Sex Harassment And Retaliation Lawsuits,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (February 10, 2013)
- “Rash Of Significant Settlements Signals EEOC Means Business About Retaliation,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (February 4, 2013)
- “Budget Woes May Significantly Impact EEOC - But Should Employers Worry Too?,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (February 1, 2013)
- “The Top 5 Most Intriguing Decisions In EEOC Cases Of 2012,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (January 25, 2013)
- “New Year, But Old Tactics: EEOC Iced In Arizona For Mixed Bag Of Procedural And Substantive Failings,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (January 16, 2013)
- “Retail Detail: Retailers Should Fasten Their Seat Belts Because the EEOC Has Released its Final Strategic Enforcement Plan,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (December 20, 2012)
- “Final EEOC Strategic Enforcement Plan Approved: A New Vision Or Business As Usual?,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (December 18, 2012)
- Contributing author, Seyfarth Shaw Workplace Class Action Blog, available at: www.workplaceclassaction.com
- “Retailers Should Fasten Their Seat Belts Because the EEOC Has Released its Final Strategic Enforcement Plan,” *Retail Detail*, Seyfarth Shaw LLP (December 20, 2012)
- “The EEOC’s FY2012 Numbers Released: Commission Housecleaning Sets The Stage For A Focused And Aggressive 2013,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (November 19, 2012)
- “Court Reinforces The EEOC’s Subpoena Power, But Prohibits The Agency From Disclosing Confidential Information,” *Workplace Class Action Blog*, Seyfarth Shaw LLP

(November 9, 2012)

- “The EEOC Turns Up The Heat In Its Race Harassment Lawsuit,” *Seyfarth Shaw Workplace Class Action Blog* (October 13, 2012)
- “The EEOC Trades Shotgun For Sniper Rifle In FY 2012 Federal Lawsuit Filings,” *Seyfarth Shaw Workplace Class Action Blog* (October 4, 2012)
- “The EEOC Obtains \$1.3 Million Award For Disability Discrimination Wage Claims,” *Seyfarth Shaw Workplace Class Action Blog* (September 23, 2012)
- “The EEOC Declines To Ask The Supreme Court To Hear EEOC v. CRST,” *Seyfarth Shaw Workplace Class Action Blog* (September 20, 2012)
- “Seyfarth Shaw Submits Its Second Set Of Comments To The EEOC On Its 2012-2016 Strategic Plan,” *Seyfarth Shaw Workplace Class Action Blog* (September 19, 2012)
- “BFOQ Defense Trumps The EEOC - Summary Judgment Entered Against The Commission,” *Seyfarth Shaw Workplace Class Action Blog* (September 17, 2012)
- “Court Sends Message To EEOC: Employer Is Given Deference In Accommodation Decision,” *Seyfarth Shaw Workplace Class Action Blog* (September 12, 2012)
- “A “Hail Mary” Pass - An EEOC Interlocutory Appeal On Key Pattern Or Practice Issues,” *Seyfarth Shaw Workplace Class Action Blog* (September 7, 2012)
- “The EEOC’s Strategic Plan For Fiscal Years 2012-2016 Is Still Under Construction - This Week The Commission Released Another Draft,” *Seyfarth Shaw Workplace Class Action Blog* (September 5, 2012)
- “Tenth Circuit Rejects Another EEOC Lawsuit And Affirms \$140,571.62 In Attorneys’ Fees For The EEOC’s “Frivolous” Lawsuit,” *Seyfarth Shaw Workplace Class Action Blog* (August 19, 2012)
- “The EEOC Is Ordered To Show What’s Behind The Agency’s Curtain In Background Checking Suit,” *Seyfarth Shaw Workplace Class Action Blog* (August 16, 2012)
- “Eastern District Of Washington Wipes Out Another EEOC Attempt To Circumvent § 706’s 300-Day Limitation Period,” *Seyfarth Shaw Workplace Class Action Blog* (August 2, 2012)
- “Another Court Rejects The EEOC’s Pattern Or Practice Claims As Time Barred By § 706’s 300-Day Limitation Period,” *Seyfarth Shaw Workplace Class Action Blog* (July 25, 2012)
- “EEOC Holds Meeting On Its Strategic Enforcement Plan - But Did It Listen?,” *Seyfarth Shaw Workplace Class Action Blog* (July 18, 2012)
- “Please Join Us For Our Mid-Year EEOC Litigation Webinar,” *Seyfarth Shaw Workplace Class Action Blog* (July 13, 2012)
- “The EEOC Suffers Another Blow - The Tenth Circuit Affirms Grant Of Summary Judgment To Employer Against The Commission,” *Seyfarth Shaw Workplace Class Action Blog* (July 11, 2012)
- “The EEOC Secures Approval Of \$11 Million Consent Decree In Its Largest Settlement Of 2012,” *Seyfarth Shaw Workplace Class Action Blog* (July 9, 2012)
- “Court Curbs Long Investigatory Arm of the EEOC - Twice,” *Seyfarth Shaw Workplace Class Action Blog* (June 30, 2012)
- “The Fourth Circuit Supports Plaintiff’s Lawsuit Claims Despite Its Inconsistencies With Her Previous EEOC Administrative Charge,” *Seyfarth Shaw Workplace Class Action Blog*

(June 27, 2012)

- “Seyfarth Shaw Submits Guidance To The EEOC On Its 2012-2016 Strategic Plan,” *Seyfarth Shaw Workplace Class Action Blog* (June 19, 2012)
- “Enough Is Enough: Employers Take A Stand Against The EEOC's Enforcement Tactics,” *Seyfarth Shaw Workplace Class Action Blog* (June 12, 2012)
- Co-Author, “District Court Reels In The EEOC's "Strategic Plan" To Pursue Systemic Discrimination Claims,” *Seyfarth Shaw Workplace Class Action Blog* (June 4, 2012)
- “Do Not Pass Go, Do Not Collect Money From Employers That Are Sued - The EEOC's Pre-Suit Investigation and Conciliation Tactics Criticized Again,” *Seyfarth Shaw Workplace Class Action Blog* (May 30, 2012)
- “New EEOC State-Specific Statistics Offer A Treasure Trove Of Data For Employers,” *Seyfarth Shaw LLP Workplace Class Action Blog* (May 15, 2012)
- “8th Circuit Grants EEOC Petition For Rehearing In The CRST Litigation, But Holds Against The EEOC Again And Renews Its Criticism Of Improper EEOC Investigation And Conciliation Tactics,” *Seyfarth Shaw Workplace Class Action Blog* (May 9, 2012)
- “EEOC Stung for Failing To Produce Claimant Immigration Status,” *Seyfarth Shaw Workplace Class Action Blog* (May 9, 2012)
- “Top Five EEOC-Related Decisions,” *Employment Law Strategist* (May 2012).
- “EEOC Escapes Fee Award (For Now) In The Eighth Circuit, But Suffers Significant Blow To Its Investigation And Conciliation Tactics,” *Seyfarth Shaw Workplace Class Action Blog* (February 28, 2012)
- “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 Workplace Class Action Blog* (January 30, 2012)
- “Red Zone Rush: EEOC Year-End Filings,” Expert Analysis, *Employment Law360* (October 14, 2011)
- “Court Determines That EEOC Pattern Or Practice Claim Against Bloomberg Lacks Merit For Want Of Statistical Support Or Compelling Anecdotal Evidence,” *Seyfarth Shaw Workplace Class Action Blog* (August 22, 2011)
- “Split Bifurcation Ruling In EEOC Religious Discrimination And Retaliation Case,” (August 11, 2011)
- “Court Sanctions The EEOC For \$2.6 Million In Fees And Costs,” *Seyfarth Shaw Workplace Class Action Blog* (August 10, 2011)
- “Court Potentially Opens Door To Pattern Or Practice Piggybacking On An Untimely EEOC Charge,” *Seyfarth Shaw Workplace Class Action Blog* (August 08, 2011)
- “Eighth Circuit Enforces EEOC Subpoena Based On Facially Defective Charge,” *Seyfarth Shaw Workplace Class Action Blog* (July 26, 2011)
- “Ohio Ruling Gives Pass To The EEOC's Litigation Tactics,” *Seyfarth Shaw Workplace Class Action Blog* (July 13, 2011)
- “Mixed Ruling In EEOC Religious Discrimination Case Involving EEOC And Private Litigant Claims,” *Seyfarth Shaw Workplace Class Action Blog* (June 14, 2011)
- “EEOC's Fishing Expedition Cut Short In Pennsylvania,” *Seyfarth Shaw Workplace Class Action Blog* (June 03, 2011)

- “Another EEOC ADA Lawsuit Is Rejected,” *Seyfarth Shaw Workplace Class Action Blog* (May 26, 2011)
- “Defense Fees Awarded In Another Failed EEOC Case,” *Seyfarth Shaw Workplace Class Action Blog* (May 08, 2011)
- “Seventh Circuit Takes Broad View Of EEOC Subpoena Power,” *Seyfarth Shaw Workplace Class Action Blog* (May 02, 2011)
- “EEOC's Shoot-First, Aim Later Tactics Result In \$751,942 Sanction,” *Seyfarth Shaw Workplace Class Action Blog* (April 07, 2011)
- “New EEOC Budgetary Request To Congress Portends Increased Governmental Litigation In 2011/2012,” *Seyfarth Shaw Workplace Class Action Blog* (February 17, 2011)
- “The Top 5 Most Intriguing Decisions in EEOC Cases of 2010,” *Seyfarth Shaw Workplace Class Action Blog* (January 2011)
- “The EEOC's FY 2010 Report Confirms The Agency's New Direction,” *Seyfarth Shaw Workplace Class Action Blog* (November 23, 2010)
- “EEOC Granted Wide Latitude in Age Subpoena Enforcement,” *Seyfarth Shaw Workplace Class Action Blog* (November 16, 2010)
- “A Rarity - An EEOC Injunction,” *Seyfarth Shaw Workplace Class Action Blog* (November 10, 2010)
- “Good News From The Third Circuit For Employers Facing EEOC Systemic Investigations & Subpoenas,” *Seyfarth Shaw Workplace Class Action Blog* (November 08, 2010)
- “How ‘Shoot First, Aim Later’ Tactics Cost the EEOC,” *Employment Law360* (April 13, 2011)
- “The 5 Most Intriguing EEOC Decisions Of 2010,” *Employment Law360* (February 1, 2011)
- “Show Me The Victims,” *Employment Law360* (April 14, 2010)
- “Expanding EEOC Subpoena Power,” *Employment Law360* (December 2009)
- “Relief for Struggling Employers Under WARN?” *Employment Law360* (July 2009)
- “EEOC Thinking Big,” *Employment Law Strategist* (Part One – July 2007, Part Two – August 2007)
- “Selecting and Working with an E-Discovery Vendor: Lessons from the Field,” *Applied Discovery – eDiscovery Standard* (Summer 2006)
- “Ask Me a Question,” *Law Technology News* (January 2006)
- “Desperate Measures: Invoking WARN's Unforeseeable Business Circumstances Exception,” *Employee Relations Law Journal* (Winter 2002)
- “Thwarting Workplace Cybercrime: Non-technical Security and Privacy Best Practices,” *HR Leader* (July 2003)
- “Navigating the Downsizing Minefield,” *Auto Rental News* (July/August 2003)
- “Know the WARN Act Basics,” *Indiana Lawyer* (April 2001)
- “Supreme Court Decides Important ADA Cases,” *Transport Equipment News* (November 1999)

