

## Complex Discrimination Litigation

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### Practices & Sectors

Labor & Employment  
 Arbitration Strategy & Litigation  
 California Labor Code Litigation  
 Complex Discrimination Litigation  
 Employment Law Training  
 Employment Litigation  
 New Jersey Practice Group  
 ERISA & Employee Benefits Litigation  
 Financial Services  
 Financial Services Employment Blog  
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 OFCCP & Affirmative Action Compliance  
 Pay Equity Group  
 Retail  
 Wage & Hour Litigation  
 Wage & Hour Class and Collective Actions  
 California Wage & Hour Litigation  
 Government Compliance and Enforcement Actions  
 Wage & Hour Audit, Assessment, and Counseling  
 Appellate Advocacy  
 The FLSA Exemption Resource Center  
 Workplace Counseling & Solutions  
 Absence Management & Accommodations

Clients turn to Seyfarth Shaw to defend class cases in jurisdictions across the country under Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Americans with Disabilities Act, wage-and-hour statutes and ERISA, as well as in numerous pattern and practice suits brought by the Equal Employment Opportunity Commission.

Our extensive experience enables us to begin work on these cases at an advanced level. Having defended hundreds of such cases, we already know the substantive law and can therefore focus immediately on procedural issues and other strategies. We frequently prevail in blocking or containing class certification, and through offensive strategies such as counterclaims and early dispositive motions.

Ours is one of the few firms in the country equipped to handle nationwide employment class actions. These cases must be staffed, coordinated and otherwise managed by sophisticated counsel with a nationwide presence. Because class cases are sometimes won or lost in the press, we work with clients to develop proactive media-relations plans to minimize or neutralize press coverage.

Companies faced with a class action often believe they have little choice but to settle. Clients for whom we have defended class cases know they have options. They can choose to litigate, confident the case will be handled with an eye toward both legal and business objectives. Alternatively, they can choose to settle, but not until we have negotiated the best possible resolution, one which minimizes publicity and pay-out, and maximizes the client's chances of not having to endure future class cases.

Our employment attorneys are widely recognized as leading authorities on class and collective action litigation. In *Chambers USA: America's Leading Business Lawyers*, more Seyfarth Shaw litigators were recognized than those of any other employment group. *Chambers USA* reports: "There is no one better than Seyfarth Shaw;" it has "fabulous spectrum and depth" to its employment law practice; "we are impressed with the way they assign lawyers to become subject matter experts ... this makes the work quick, complete, and cost-effective;" and "if the going gets tough, there are excellent lawyers there that can handle the tough cases." In addition, *Chambers* recognized that our firm is well known for its proficiency in complex litigation, and that, "If there is a huge class action lawsuit to be defended you can expect that Seyfarth Shaw will be handling it."

Administrative  
Charges

Background  
Screening  
Compliance &  
Litigation

California Workplace  
Solutions

Hiring, Testing &  
Selection

Wage & Hour  
Compliance Reviews  
and Assessments

Workplace Policies  
and Handbooks

Workplace Safety and  
Health (OSHA/MSHA)

Catastrophe  
Response Team

Workplace Safety and  
Environmental

Labor & Employment

Hiring, Testing &  
Selection

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