



The Nation's Most Powerful Employment Attorneys—Top 100

The following list, in alphabetical order, was prepared exclusively for *Human Resource Executive*® by Lawdragon, a Los Angeles-based networking site for lawyers and clients. In addition to the initial list of 100, three lists of 20 are featured after it, specifying the most powerful attorneys for immigration law, labor law, and employee benefits and ERISA law, respectively. The final top 40 Up and Comers represent those accomplished employment and labor-law stars most likely to take their place on the top 100 or one of the top 20 specialists' lists in the years ahead. All 200 attorneys were selected on the basis of curriculum-vitae analyses, evaluations by clients and peers, and reporting by the Lawdragon staff.

Name/Title	Law Firm	City	Law School	Years in Practice	Practice Specialty
Nancy L. Abell Partner; Chair of Employment Law Department	Paul Hastings	Los Angeles	UCLA	32	Trial representation and advice on full range of employment issues, including class and individual cases
Rory Judd Albert Co-Head, Employee Benefits, Executive Compensation and ERISA Litigation	Proskauer	New York	Columbia	34	Employee benefits, executive compensation and ERISA litigation
Rosemary Alito Partner	K&L Gates	Newark, N.J.	Rutgers	33	Employment litigation
Fred W. Alvarez Chair, Employment Law Litigation	Wilson Sonsini Goodrich & Rosati	Palo Alto, Calif.	Stanford	35	Employment class action and executive-level claims defense, governmental and internal investigations, and consent-decree monitoring/compliance
R. Lawrence Ashe Jr. Partner	Ashe, Rafuse & Hill	Atlanta	Harvard	44	Defense of employment class and collective actions, employment-testing issues, and executive agreements and noncompetes
Paula A. Barran Partner	Barran Liebman	Portland, Ore.	York University	32	Labor and employment
Ned H. Bassen Partner	Hughes Hubbard	New York	Cornell	37	Labor and employment law, including litigation, defamation, unfair competition, government-contract litigation and debarment proceedings
Joseph Baumgarten Partner	Proskauer	New York	Harvard	27	Labor and employment litigation, arbitration and counseling
Scott C. Beightol Chairman	Michael Best	Milwaukee	University of Wisconsin	23	Management-side employment litigation and counseling, noncompetes, misconduct investigations, union campaigns, collective bargaining and training
Charles S. Birenbaum Partner	Winston & Strawn	San Francisco	Georgetown	28	Labor and employment
Elise M. Bloom Co-Chair, Labor and Employment	Proskauer	New York	Emory	29	Employment class and collective actions, including wage/hour and discrimination matters, and extensive trial experience and employment counseling/training
Barbara B. Brown Office Chair and Employment Law Partner	Paul Hastings	Washington	Yale	40	Employment litigation, with class-action, executive employment and government-agency investigation expertise
Paul W. Cane Jr. Partner, Employment Department	Paul Hastings	San Francisco	UC Berkeley	32	Labor and employment
Charles S. Caulkins Managing Partner, Ft. Lauderdale	Fisher & Phillips	Ft. Lauderdale, Fla.	New York University	34	Labor and employment, union-representation campaigns, collective bargaining, arbitrations, dispute resolution, FLSA and trade-secret protection
Joseph T. Clees Shareholder	Ogletree Deakins	Phoenix	Villanova	28	Employment litigation and counseling, training and executive coaching, compliance strategies and litigation avoidance, and tribal law
Brian Clemow Practice Group Leader	Shipman & Goodwin	Hartford, Conn.	University of Pennsylvania	41	Public- and private-sector labor relations, employer defense and counseling on human resource issues
William L. Cole Partner	Mitchell Silberberg & Knupp	Los Angeles	Stanford	34	Employment litigation, including class-actions, and traditional labor law, including NLRB proceedings, arbitrations and union negotiations
John J. Coleman III Partner	Burr & Forman	Birmingham, Ala.	Duke	30	Class and individual discrimination; FLSA, NLRA and OSHA litigation defense; union campaigns; and training and counseling
Terence G. Connor Co-Chair, Labor and Employment	Hunton & Williams	Miami	Seton Hall University	44	ERISA litigation
Harriet E. Cooperman Co-Chair, Labor, Employment and Employee Benefits	Saul Ewing	Baltimore	University of Maryland	33	Labor, employment and employee benefits
Joseph J. Costello Practice Leader, Labor and Employment	Morgan Lewis	Philadelphia	Stanford	26	Labor and employment counseling and litigation, with a focus on ERISA class-actions
Michael A. Curley Founder/Managing Partner	Curley, Hessinger & Johnsrud	New York	Villanova	28	Traditional labor and employment, restrictive covenant/noncompete advice and litigation, and executive compensation
Lisa J. Damon National Chair, Labor and Employment	Seyfarth Shaw	Boston	Fordham	24	Labor and employment
Barbara Jean D'Aquila Partner	Fulbright & Jaworski	Minneapolis	University of Minnesota	32	Class, collective and complex employment and business litigation for major companies; broad-based labor-and-employment experience (discrimination, wage/hour, etc.)
Francis X. Dee Chair, Labor and Employment Group	McElroy, Deutsch, Mulvaney & Carpenter	Morristown, N.J.	Catholic University of America	42	Employment litigation and jury trials, class and collective actions, ERISA, trade-secret litigation and traditional labor
Michael F. Delaney Chair, Labor and Employment Group	Spencer Fane Britt & Browne	Kansas City, Mo.	University of Kansas	35	Labor law, collective bargaining, arbitration and NLRB representation; employment litigation; and employee-relations counseling and training
Mike Delikat Chair, Global Employment Law	Orrick	New York	Harvard	34	Class-action and agency systemic claims defense, whistleblower claims, trade-secret litigation and cross-border employment-law advice
Mark S. Dichter Partner	Morgan Lewis	London	Villanova	42	Defense of U.S. employment class and collective actions, high-profile individual cases; and international employment law
Lawrence C. DiNardo Practice Leader, Labor and Employment	Jones Day	Chicago	Notre Dame	37	Labor and employment
Allan Dinkoff Counsel	Weil	New York	Hofstra	31	Class and collective actions, high-profile employment cases, executive separations and employment advice
Dennis P. Duffy Partner	Baker Botts	Houston	University of Virginia	29	Complex employment litigation and counseling, including discrimination, wage/hour, labor relations, corporate transactions and executive compensation
Zachary D. Fasman Co-Chair, Employment Discrimination Practice Group	Paul Hastings	New York	University of Michigan	39	Employment-discrimination and class-action litigation, labor-law litigation and advice
Mark J. Foley Chair, Labor and Employment	Cozen O'Connor	Philadelphia	Villanova	24	Collective bargaining and traditional labor litigation and counseling, employment discrimination, and wage/hour and other employment litigation



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Gary D. Friedman Partner	Weil	New York	Georgetown	22	Class-actions, high-level counseling and other complex discrimination, wage/hour and trade-secrets litigation and arbitrations
L. Gray Geddie Jr. Shareholder	Ogletree Deakins	Greenville, S.C.	University of South Carolina	41	Labor and employment
Willis J. Goldsmith Partner	Jones Day	New York	New York University	39	Labor, employment and occupational safety and health trial and appellate litigation and counseling; and collective bargaining
Michael J. Gray Partner	Jones Day	Chicago	Northwestern	19	Class-action wage/hour and discrimination defense, complex employment litigation and trade-secret enforcement
Brian S. Greig Chair, Labor and Employment	Fulbright & Jaworski	Austin, Texas	University of Texas	36	Trade-secret and noncompete issues, complex litigation and union-related cases
Paul Grossman Partner	Paul Hastings	Los Angeles	Yale	47	Employment class-actions and other high-visibility employment litigation
Elizabeth P. Hardy Member	Kienbaum Opperwall Hardy & Pelton	Birmingham, Mich.	Wayne State University	26	Labor and employment
Bruce S. Harrison Managing Partner	Shawe Rosenthal	Baltimore	George Washington University	40	Labor and employment
C. Lash Harrison Partner	Ford & Harrison	Atlanta	Emory	46	Labor and employment
Barry Hartstein Shareholder	Littler	Chicago	Northwestern	35	Labor and employment
Gerald T. Hathaway Shareholder; Co-Chair, Business Restructuring Practice Group	Littler	New York	University of Pittsburgh	32	Labor, due diligence on deals and guidance on massive layoffs, and complex litigation
Lynne C. Hermle Head, Silicon Valley Employment Law Group	Orrick	Menlo Park, Calif.	UC Hastings	30	Complex employment litigation, with special focus on EEO and wage class-actions and jury trials
Stephen J. Hirschfeld Founding Partner	Curiale Hirschfeld Kraemer	San Francisco	George Washington University	29	Employment litigation, counseling, union organizing, collective bargaining, labor arbitrations, misconduct investigations and cross-border employment law
Jerry M. Hunter Partner	Bryan Cave	St. Louis	Washington University	34	Employment-discrimination litigation and counseling, complex labor-relations issues and strategy, and preventive labor relations
Maurice G. Jenkins Managing Partner	Jackson Lewis	Detroit	Michigan State University	29	Labor and employment litigation and strategy, arbitrations, corporate governance, compliance investigations, and corporate restructurings
W. Carl Jordan Partner	Vinson & Elkins	Houston	Harvard	37	Labor and employment litigation and counseling
Gregory J. Kamer Founding Partner	Kamer Zucker Abbott	Las Vegas	Emory	32	Labor and employment
Ellen C. Kearns Partner	Constangy	Boston	Boston College	34	Labor and employment, including wage/hour law
William J. Kilberg Senior Partner	Gibson Dunn	Washington	Harvard	42	Complex employment, labor and benefits litigation; ERISA; wage/hour class-actions; appellate and Supreme Court advocacy; and collective bargaining
Jeffrey S. Klein Chair, National Employment Practice	Weil	New York	Columbia	30	Complex employment litigation and counseling, including class-actions, trade secrets, ERISA, wage/hour and executive employment
Andrew M. Kramer Partner	Jones Day	Washington	Northwestern	42	Traditional labor matters, including negotiations, NLRB and court cases
Kevin B. Leblang Chair, Employment Law	Kramer Levin	New York	Fordham	27	Labor relations and employment counseling, negotiations and litigation
John B. Lewis National Chair, Employment Class Action Team	Baker Hostetler	Cleveland	University of Missouri	38	Complex employment and labor litigation, including class and collective actions and appellate advocacy
Donald R. Livingston Partner	Akin Gump	Washington	University of Georgia	33	Employment litigation and government investigations, with emphasis on complex cases and class-actions
Alison B. Marshall Partner	Jones Day	Washington	University of Pennsylvania	27	Employment litigation, with emphasis on complex cases and class-actions, government investigations and whistleblower claims
William C. Martucci Chair, National Employment Litigation and Policy	Shook, Hardy & Bacon	Kansas City, Mo.	Georgetown	34	High-stakes employment litigation, especially class-actions, wage/hour and EEOC litigation and jury trials
Garry G. Mathiason Chairman of the Board	Littler	San Francisco	Stanford	40	Wage/hour and discrimination class-action litigation and prevention, HR compliance law and trends, and international employment law
Matthew T. Miklave Member	EpsteinBeckerGreen	New York	Notre Dame	27	Civil rights law, employment relations, traditional union-management and complex employment litigation
Armin J. Moeller Jr. Partner	Balch & Bingham	Jackson, Miss.	Louisiana State University	39	Labor and employment
Demitrios M. Moschos Partner	Mirick O'Connell	Worcester, Mass.	Boston University	46	Labor and employment
Marko J. Mrkonich President and Managing Director	Littler	Minneapolis	Harvard	31	Labor and employment law, and firm management
Michael Patrick O'Brien Shareholder; Chair, Litigation Department; Leader, Employment and Labor Law Practice Group	Jones Waldo	Salt Lake City	University of Utah	25	Risk avoidance, EEO, fair-labor standards, immigration and wrongful termination litigation and counseling
Camille A. Olson National Chairperson, Complex Discrimination and Litigation Class Action Group	Seyfarth Shaw	Chicago	University of Michigan	28	Employment practices litigation
Anthony J. Oncidi Co-Chair, Labor and Employment	Proskauer	Los Angeles	University of Chicago	27	Employment litigation, including wage/hour and discrimination class-actions, restrictive covenants and trade secrets
Bettina B. Plevan Co-Chair, International Labor and Employment	Proskauer	New York	Boston University	41	Discrimination and harassment claims, primarily in financial services, law and media industries



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Stephen A. Ploscowe Partner	Fox Rothschild	Roseland, N.J.	Cornell	46	Labor and employment law for management in service, manufacturing and distribution industries, as well as not-for-profit organizations and higher education
Roger K. Quillen Chairman	Fisher & Phillips	Atlanta	Ohio State	31	Labor and employment, with an emphasis on appellate litigation
James R. Redeker Partner, Employment, Labor, Benefits and Immigration Practice Group	Duane Morris	Philadelphia	University of Pennsylvania	43	Union prevention, collective bargaining, unfair-labor-practice proceedings, arbitrations, counseling, succession planning and employee-discipline systems
Colleen M. Regan Partner	Seyfarth Shaw	Los Angeles	Loyola	26	Employment counseling and litigation, including discrimination, harassment, wage/hour cases, compliance strategies and litigation avoidance
Michael Reiss Partner	Davis Wright Tremaine	Seattle	Yale	43	Class-actions and high-profile employment jury and non-jury trials
Joseph A. Ritok Member	Dykema	Detroit	University of Michigan	36	Union-management relations and employment matters
Gregory Parker Rogers Co-Chair, Labor and Employment	Taft	Cincinnati	Emory	21	Traditional labor and bargaining, employment; major class-action, ERISA and discrimination matters; and significant trial experience
Theodore O. Rogers Jr. Partner	Sullivan & Cromwell	New York	Harvard	32	Employment litigation and counseling, including restrictive covenant, discrimination, wage/hour, retaliation and labor issues
Lawrence Rosenfeld Shareholder	Greenberg Traurig	Phoenix	Yale	36	Employment litigation, particularly federal/state statutory claims including class-action defense, and client counseling
Paul Salvatore Co-Chair, Labor and Employment	Proskauer	New York	Cornell	27	Collective bargaining and labor-management relations, employment law, and litigation and counseling
Terry E. Sanchez Partner	Munger, Tolles & Olson	Los Angeles	Stanford	30	Complex employment and class-action litigation and counseling
Deborah C. Saxe Partner	Jones Day	Los Angeles	UCLA	33	Complex labor and employment-law matters, including class-actions and FLSA collective actions
Eugene Scalia Co-Chair, Labor and Employment; Chair, Administrative Law	Gibson Dunn	Washington	University of Chicago	21	National labor and employment practice, including discrimination law, wage/hour, NLRA, ERISA and Sarbanes-Oxley
Lori R. Schultz Partner	Shook, Hardy & Bacon	Kansas City, Mo.	University of Kansas	24	Employment litigation
Jonathan A. Segal Partner, Employment, Labor, Benefits and Immigration Practice Group	Duane Morris	Philadelphia	University of Pennsylvania	26	Wage/hour compliance and corrective action, EEO compliance and defense, social-media policies and protocols, executive training and union prevention
Patrick W. Shea Partner	Paul Hastings	New York	Yale	30	Employment litigation and counseling, including employment discrimination, wage/hour and employee-benefit class-actions



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Jeremy P. Sherman Partner	Seyfarth Shaw	Chicago	George Washington University	35	Labor-relations counseling, arbitrations and labor-union negotiations
Gregory E. Smith Shareholder; Chair, Labor and Employment Practice Group	Lionel Sawyer & Collins	Las Vegas	University of North Carolina	37	Labor-relations and employment counseling, negotiations and litigation
Grace E. Speights Managing Partner, Washington office	Morgan Lewis	Washington	George Washington University	29	Employment litigation and counseling, with a focus on employment-discrimination class-action litigation
George A. Stohner Partner	Morgan Lewis	Los Angeles	University of Pennsylvania	40	Labor and employment
Steven W. Sufas Managing Partner, New Jersey office	Ballard Spahr	Cherry Hill, N.J.	University of North Carolina	35	All areas of employment law, including traditional labor law, counseling and litigation
Joseph E. Tilson Firm Co-Chair and Founding Partner	Meckler Bulger Tilson Marick & Pearson	Chicago	University of Michigan	32	Labor and employment litigation and counseling, including large wage/hour class-action cases
Patrick L. Vaccaro Managing Partner	Jackson Lewis	White Plains, N.Y.	New York University	47	Labor and employment law, including arbitrations; private- and public-sector bargaining, mediation and fact finding; and management training and education
Framoze Virjee Chair, Labor and Employment Practice	O'Melveny	Los Angeles	UC Hastings	26	Employment litigation and wage/hour discrimination, senior-level client counseling, negative covenants, trade secrets, and collective bargaining and traditional labor
Geoff Weirich Partner, Employment Department	Paul Hastings	Atlanta	Duke	27	Employment discrimination, restrictive covenants and accessibility litigation and counseling
Allan H. Weitzman Partner	Proskauer	Boca Raton, Fla.	Cornell	38	Employment and labor litigation and counseling, class and collective actions, EEO, wage/hour, whistleblowing, restrictive covenants and accessibility
A. Martin Wickliff Jr. Member	EpsteinBeckerGreen	Houston	Texas Southern University	38	Labor and employment trials and appeals, NLRA, trade secrets, noncompetes, FLSA and class-actions
Lonnie J. Williams Partner	Stinson Morrison Hecker	Phoenix	Yale	32	Employment litigation defense
Robert M. Wolff Shareholder	Little	Cleveland	University of Illinois	31	Employment litigation, class-actions and counseling with emphasis in healthcare, energy, financial and retail industries
T. J. (Jeff) Wray Partner	Fulbright & Jaworski	Houston	University of Virginia	37	Union avoidance, collective bargaining, NLRB, FLSA, ERISA, EEO, class and collective actions and preventive counseling
John F. Wymer III Partner, Employment Department	Paul Hastings	Atlanta	University of Virginia	37	Traditional labor law, and management and complex employment litigation and defense
Peter Wolfson Zinober Co-Chair, National Labor and Employment	Greenberg Traurig	Tampa, Fla.	University of Florida	42	Labor and employment litigation and arbitration, wage/hour and benefits litigation