

Ogletree Deakins

Employers & Lawyers. Working Together

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Employers
Employers & lawyers
WORKING TOGETHER
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LAWYERS

FIRM OVERVIEW

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WHO WE ARE

WHO WE ARE

Ogletree Deakins is one of the largest labor and employment law firms representing management in all types of employment-related legal matters. The firm has more than 700 lawyers located in 47 offices across the United States, Mexico and Europe. We represent a diverse range of clients, across many industries, from small businesses to Fortune 50 companies.

Although the size and scope of our practice has grown substantially over the years, our core values remain constant. We are committed to client service, value, innovative solutions, and old-fashioned hard work.

Our firm has received significant recognition. For example, we were recently named “Law Firm of the Year” in the Labor Law – Management category in the 2015 edition of the *U.S. News – Best Lawyers*® “Best Law Firms” list. This is the fourth year in a row in which our firm has received a “Law Firm of the Year” designation in at least one category.

Our firm also received the most mentions of any firm in *Corporate Counsel* magazine’s 2014 “Who Represents America’s Biggest Companies” survey that reports on the law firms representing Fortune 500 companies. This is the second consecutive year that the firm has earned the distinction.

Ogletree Deakins—Employers & Lawyers, Working Together



WHAT WE DO

WHAT WE DO

At Ogletree Deakins, we represent employers in the broad range of labor and employment law matters impacting the workplace. From traditional labor relations to employment litigation, from workplace safety to employee benefits, we help our clients anticipate, prevent, and resolve issues that arise in today's business environment.

Our experienced practitioners have formed Practice and Industry Groups in each of these areas:

Traditional Labor Relations	Employment Law
Workplace Safety and Health	Litigation
Class Action	AA/OFCPP
International Law	Immigration Law
Client Training	Wage and Hour
Appellate	E-Discovery and Records Retention
Employee Benefits	Sports and Entertainment
Airline and Railway	Construction Law
Ethics Compliance, Investigations, and Whistleblower Response	Unfair Competition and Trade Secrets
Higher Education	Healthcare
Retail	Hospitality
Disability Access	Drug Testing
Governmental Affairs	

Our goal is to provide excellent and cost-effective client service. We never lose sight of the guiding principle behind everything we do: Employers & Lawyers, Working Together.

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PRACTICE AREAS

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PRACTICE AND INDUSTRY GROUPS

Traditional Labor Relations

When it comes to union-management relations, companies need counsel with proven experience. The attorneys in Ogletree Deakins' Traditional Labor Practice Group have vast experience in complex and sophisticated traditional labor law matters. This includes experience advising and representing employers of all sizes and across virtually all industries in connection with union representation campaigns, collective bargaining negotiations, strike preparations, labor arbitrations, and National Labor Relations Board proceedings.

Employment Law

Our employment lawyers are experienced in all aspects of employment law, from day-to-day advice to complex employment litigation. Our litigation practice includes deep experience with myriad laws governing the workplace, including Title VII of the Civil Rights Act of 1964, the Civil Rights Act of 1991, the Equal Pay Act, the Age Discrimination in Employment Act, the Americans with Disabilities Act of 1990 and the Americans with Disabilities Act Amendments Act of 2008, the Family and Medical Leave Act of 1993, the Fair Labor Standards Act, the WARN Act, and many other federal and state laws. Our workplace dispute litigation experience includes matters involving protection of trade secrets and confidential business information, and restrictive covenants not to compete.

Workplace Safety and Health

The starting point for positive employee and community relations is a safe workplace. Our attorneys in the Workplace Safety and Health Practice Group provide clients with services that include: investigation of workplace accidents, effective handling of Occupational Safety and Health Administration (OSHA) inspections and safety whistleblower complaints, negotiation and resolution of OSHA citations, litigation and trial of OSHA citations, advising and counseling to help ensure compliance, utilization of best practices to improve safety and health performance, formulation of safety and health programs, and conducting of safety and health audits.

Ogletree Deakins' Workplace Safety and Health attorneys engage in a nationwide practice that includes the representation of employers in "egregious" and other significant litigation of contested OSHA cases before the U.S. Occupational Safety and Health Review Commission, corresponding OSHA state-plan adjudicatory agencies, and appellate courts. Our attorneys also counsel clients to help ensure compliance with OSHA standards, provide advice based on our experience and best practices to formulate or enhance safety and health programs, and conduct safety and health audits.



PRACTICE AND INDUSTRY GROUPS

Litigation

Despite the best efforts of conscientious employers to comply with the law and to treat employees fairly, lawsuits can occur. These lawsuits interfere with the productive and efficient operation of a business not only by resulting in large verdicts, but also by wasting management's time and resources.

Ogletree Deakins' litigators have vast experience handling employment litigation for employers of all sizes, and in trying numerous cases to verdict. We also have litigators with significant experience in virtually all types of business litigation, including products liability, premises liability, traditional torts, environmental disputes, construction disputes, and business contract disputes.

Class Action Defense

Our Class Action Practice Group attorneys represent decades of experience handling numerous types of federal and state law class and collective actions, such as those arising under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Employee Retirement Income Security Act, and the Fair Labor Standards Act. We have handled a broad range of cases—from large, nationwide classes to smaller, more modest actions. Our lawyers have successfully obtained precertification dismissals and summary judgments, conducted class discovery, defeated class certification, and obtained decertification of classes.

Employee Benefits and Executive Compensation

Ogletree Deakins has one of the largest teams of employee benefits and executive compensation practitioners in the United States. As part of a firm that focuses on labor and employment law, our Employee Benefits Practice Group has a special ability to relate technical experience to the client's "big picture" issues. We provide practical advice that allows an employer's benefits strategy to work in harmony with its overall personnel, financial, tax, and business objectives.

Our employee benefits lawyers advise clients regarding the full array of retirement plans and welfare plans, sponsored by employers in the private, not-for-profit, and public sectors. These include tax-qualified retirement plans, executive compensation arrangements, welfare and fringe benefits programs, incentive and other bonus arrangements, cafeteria plans, severance pay plans, stock option and other equity-based compensation plans, and defined contribution/consumer-directed health plans implementing cost-containment strategies, such as health savings account plans (HSAs) or health reimbursement arrangements (HRAs). We also advise clients on such matters as health portability, privacy, and nondiscrimination requirements (HIPAA), continuation coverage rules (COBRA), reporting and disclosure obligations to the Department of Labor and Internal Revenue Service, retirement and welfare plan nondiscrimination requirements, and fiduciary compliance.



PRACTICE AND INDUSTRY GROUPS

Appellate

At Ogletree Deakins, our appellate attorneys know that the rulings of appeals courts can affect our clients' industries as a whole. Ogletree Deakins' appellate work has made a global impact in several industries. Our appellate victory regarding the interpretation of the federal Mine Safety and Health Act (MSHA) was a boon to the entire mining industry. In addition, our recent successes in persuading federal appeals courts to reverse or remand controversial National Labor Relations Board (NLRB) rulings regarding notice posting and protected concerted activity helped both union and non-union employers. Through their appellate work, our attorneys have also contributed to seminal rulings establishing employer-friendly notice standards under the Family and Medical Leave Act (FMLA) and the use of the federal enclave defense. Our untiring appellate work reflects our commitment to the vital importance of effective appellate advocacy for our clients' businesses.

AA/OFCCP

We are proud to offer one of the largest, most experienced groups of affirmative action and Office of Federal Contract Compliance Programs (OFCCP) practitioners in the country. Selected as affirmative action program (AAP) preparers and counsel for numerous large and small companies, we have advised and represented clients in thousands of affirmative action and OFCCP matters, including focused reviews, corporate management reviews, functional reviews, and enforcement actions.

International

The International Practice Group at Ogletree Deakins serves employers operating across national boundaries. Our group members speak multiple languages, have countless international contacts and substantial experience handling legal matters across six continents, and are located in the United States, Mexico, the Caribbean, and in Europe. The group provides one-stop comprehensive assistance on the full range of employment law matters that confront global business enterprises. These services include the preparation and negotiation of all employment-related agreements and documentation, as well as the development of cross-border compensation programs, performance management systems, global employee policies, handbooks, and training. In addition, the International Practice Group has extensive experience in handling all employment-related issues associated with international acquisitions, divestitures, and restructuring events, as well as managing local counsel on multijurisdictional litigation. Created to provide a single point of contact to our clients, regardless of the number of jurisdictions implicated by any legal matter, our group has an uncompromising focus on consistency and transparency throughout multinational operations and, most importantly, on achieving clients' business objectives.



PRACTICE AND INDUSTRY GROUPS

Business Immigration

Ogletree Deakins has one of the largest business immigration practices in the United States and provides a wide range of legal services for employers seeking temporary business visas and permanent residence on behalf of foreign national employees. Our immigration practice group consists of experienced and dedicated immigration lawyers who work with domestic and international corporations and businesses to develop appropriate strategies to facilitate the international transfer of skilled employees. Our full-service immigration practice assists our clients in obtaining temporary employment visas for executives, managers, researchers, and other specialized technical employees; obtaining permanent residence status for foreign nationals; assisting clients in planning for the immigration impact of mergers and acquisitions; and providing guidance with regard to I-9 compliance and related antidiscrimination provisions.

Client Training

Litigation can often be avoided when managers and supervisors are trained to handle specific workplace situations. Ogletree Deakins is frequently called upon to prepare and deliver employee training programs on a wide range of topics, including harassment prevention, cultural diversity, workplace violence, conflict resolution, employee engagement, effective leadership, and Employment Law 101. Our training sessions are offered in various formats—live and in-person, by webcast or webinar, in pre-recorded training sessions, and in Spanish language formats. No matter the size of your organization, the number of employees to be trained, the issues to be addressed, or your desired delivery platform, Ogletree Deakins can provide for all of your training needs.

Ethics Compliance, Investigations, and Whistleblower Response

Our Ethics Compliance, Investigations, and Whistleblower Response Practice Group is comprised of lawyers who have specific subject matter and procedural experience in assisting clients with counseling, audits, policy design and review, procedure design and review, document retention design and review, internal investigations, agency representation, litigation, and appeals under the panoply of federal and state laws that provide whistleblower anti-retaliation protections. Our group members have represented clients in: False Claims Act whistleblower retaliation and qui tam cases; Sarbanes-Oxley Act investigations and litigation; Dodd-Frank Wall Street Reform and Consumer Protection Act investigations; Occupational Safety and Health Act retaliation investigations and litigation; and investigations and litigation under other industry-specific anti-retaliation laws.



PRACTICE AND INDUSTRY GROUPS

Wage and Hour

Ogletree Deakins' Wage and Hour Practice Group features attorneys who are experienced in advising and representing employers in a wide range of wage and hour issues, and who are located in Ogletree Deakins' offices across the country. Our attorneys have in-depth knowledge of federal laws, including the Fair Labor Standards Act (FLSA), the Family and Medical Leave Act (FMLA), and prevailing wage laws (such as the Davis-Bacon Act and the McNamara-O'Hara Service Contract Act), as well as comparable state laws. Our attorneys include former officials of federal and state labor agencies, including the Wage and Hour Division (WHD) of the U.S. Department of Labor, and the California Labor and Workforce Development Agency.

Our attorneys have assisted employers with many proactive initiatives to ensure compliance with federal and state laws. The Wage and Hour Practice Group consists of practitioners who have represented employers in investigations and audits by WHD and state agencies involving a broad range of issues spanning varying degrees of complexity. When clients are faced with litigation, the attorneys in our Wage and Hour Practice Group work to protect their interests and minimize potential exposure. In addition, our attorneys have extensive experience handling state wage and hour issues, including meal and rest break requirements, wage payment requirements, permissible wage deductions, use-it-or-lose-it vacation policies, and limitations on the use of pay cards and direct deposit.

Governmental Affairs

Ogletree Governmental Affairs, Inc., (OGA) a subsidiary of Ogletree Deakins, is a full-service legislative and regulatory affairs consulting firm dedicated to helping clients solve their problems with the public sector. OGA unites the skills and experience of government relations professionals with the talent of the firm's lawyers to provide solutions to regulatory issues outside the courtroom.



PRACTICE AND INDUSTRY GROUPS

E-Discovery and Records Retention

Recognizing that litigation in the 21st Century often focuses on discovery issues—and that advance preparation for discovery is a big step towards winning the battle—Ogletree Deakins offers litigation preparedness and e-discovery advice from a group of seasoned litigators with an eye for detail and years of experience.

Our team helps clients get their corporate houses in order. Working hand in hand with our clients to ensure comprehensive coverage, reliability, accuracy, and workability, we create record retention, litigation hold, record remediation, and e-discovery programs. These programs, critical to confronting the growing threat of spoliation claims, reduce the costs associated with litigation and help our clients meet regulatory and litigation-related record retention obligations—as well as their own business needs for information.

Ogletree Deakins attorneys who have many years of experience in addressing discovery issues and managing discovery in complex litigation serve as resources to firm colleagues and clients alike when discovery challenges are presented in litigation. The E-Discovery team provides strategic direction as well as knowledgeable oversight—or can manage the discovery process from start to finish—thus enhancing the effectiveness of the litigators to whom our clients entrust significant disputes.

Unfair Competition and Trade Secrets

The attorneys in our Unfair Competition and Trade Secrets Practice Group have a wealth of experience creating and implementing protocols to protect trade secrets and confidential information, both physically and electronically. Their work includes designing, modifying, and executing effective policies and agreements regarding trade secrets and confidentiality, noncompetition, invention assignment, and nonsolicitation of customers, vendors, and employees. When litigation is necessary, our team is experienced in litigating data privacy issues in nondisclosure and other restrictive covenant cases, trade secret act litigation, and cases with employment-related intellectual property issues. Whether at a moment's notice because of injunction proceedings or through long-term collaborative effort, we are committed to working with clients to provide thoughtful, focused, efficient, and effective representation.



PRACTICE AND INDUSTRY GROUPS

Airline and Railway

Ogletree Deakins' Airline and Railway Practice Group attorneys understand the unique challenges of these complex businesses. With extensive experience representing airlines both here and abroad, as well as passenger and freight railroad companies, our attorneys have a broad array of strategies to handle a variety of industry-specific labor, employment, and regulatory matters. Whether dealing with the Federal Aviation Administration (FAA) or Occupational Safety and Health Administration (OSHA), employment litigation, or a looming strike, Ogletree Deakins offers clients knowledgeable, high-quality representation on airline and railroad challenges.

Higher Education

Ogletree Deakins is an industry leader in higher education legal practice. Our attorneys have decades of experience advising and defending public and private institutions, religious and secular colleges, universities, and vocational schools. With more than 200 attorneys with experience in higher education, we provide highly responsive legal services that include litigation defense, analysis, counseling, day-to-day advice, and representation.

Sports and Entertainment

Ogletree Deakins lawyers understand the complexities and nuances of sports and entertainment businesses. We regularly provide advice and education to clients on sports and entertainment-related legal topics. We also understand the pace of the industry and the vital importance of keeping our clients on stage or on the field. As a result, we strive to partner with our clients to provide sophisticated legal and practical assistance tailored to each matter. In the sports arena, our attorneys have experience with teams in all major sports leagues and their minor league affiliates, including Major League Baseball, the National Basketball Association, the National Football League, and the National Hockey League. In the entertainment industry, our attorneys have worked with major media conglomerates, production companies, international movie theater chains, radio stations, theater groups, the cast and crew of television shows, casinos, high-profile celebrities and comedians, and other media entities.

Drug Testing

Our attorneys understand that employers face complex and nuanced issues when implementing and enforcing drug and alcohol testing and substance abuse policies. Drawing on decades of experience advising and defending drug testing laboratories, and public and private employers across the country and internationally, our Drug Testing Practice Group members provide highly responsive legal service that includes drafting and revising drug and alcohol testing policies; counseling on and analyzing individual drug and alcohol testing situations (including reasonable-suspicion drug testing determinations); conducting investigations and employee training; and litigating class and collective actions, single-plaintiff cases, and regulatory matters.



PRACTICE AND INDUSTRY GROUPS

Hospitality

Ogletree Deakins' hospitality practice is as diverse as the clients we serve. From bed-and-breakfast inns to destination resorts, and from fast casual restaurants to fine dining concepts, we understand our clients' needs and challenges and share their commitment to providing exceptional quality, service, and value. Our Hospitality Industry Group offers an extensive range of services to local, national, and international hoteliers and restaurateurs, as well as management companies and franchisees, in all phases of their operations. Our attorneys assist clients with issues that include talent acquisition and management, employment-related audits, wage and hour matters, employee benefits, workplace health and safety, employee relations counseling, restrictive covenants, traditional labor management, administrative proceedings, alternative dispute resolution, and litigation.

Healthcare

The attorneys in Ogletree Deakins' Healthcare Practice Group understand the unique legal challenges facing healthcare industry clients that must balance vital and demanding work with numerous compliance regimes and heavy regulation. Throughout the United States and internationally, our attorneys represent well over a thousand healthcare clients, including nonprofit and for-profit hospitals, clinics, rehabilitation facilities, long-term care facilities, and physician organizations. Together, these attorneys constitute an integrated international network for the exchange of information about litigation trends, industry changes, and government agency activity, and a ready resource of practical information for all of our healthcare clients. The many matters that we handle for healthcare clients involve employment law litigation and counseling, all aspects of traditional labor law, disability access, data protection and privacy issues, employee benefits, workplace safety concerns, and immigration issues.

Retail

Ogletree Deakins is a retail industry leader with clients ranging from brick-and-mortar retailers to online merchants, and small businesses to Fortune 500 corporations. We represent companies in a range of retail sectors, including but not limited to: discount stores, department stores, luxury retailers, home goods and specialty stores, home improvement centers, grocers, pharmacies, online retailers, car dealerships, pet supply stores, bookstores, electronics stores. Our Retail Practice Group is comprised of a diverse group of attorneys who are experienced in advising and representing retailers in a wide range of labor and employment matters. Our attorneys include many nationally recognized legal experts, as well as former officials of federal and state labor agencies, such as the National Labor Relations Board (NLRB), the Wage and Hour Division (WHD) of the U.S. Department of Labor (DOL), and the California Labor and Workforce Development Agency. We provide our retail clients with cutting-edge legal advice and strategic guidance combined with cost-effective compliance and training tools specifically designed with retailers in mind.



PRACTICE AND INDUSTRY GROUPS

Disability Access

The lawyers in Ogletree Deakins' Disability Access Practice Group have extensive experience helping their clients face the multiple challenges presented by Title III of the Americans with Disabilities Act (ADA) and other disability access laws. From defending class actions, to ensuring compliance with federal and state building standards—thereby eliminating the conditions that lead to litigation—to navigating the complicated regulations covering service animals, hotel reservations, ticketing, and Segways, our work is comprehensive.

That work demonstrates the breadth and diversity of our practice. While an important part of our practice concerns typical compliance matters and litigation related to architectural barriers across the country, a significant portion of our practice reaches beyond those more basic ADA issues to include complex class actions and ADA cases with challenges varied and difficult. As time has passed, there has been a marked increase in new types of claims and areas of compliance, and our attorneys have substantial experience with more novel Title III issues involving website accessibility, pool lifts, point-of-sale devices, reasonable modification of policies, practices and procedures, and the provision of auxiliary aids and services for blind and deaf customers and guests.

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DIVERSITY

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DIVERSITY

Ogletree Deakins believes that because of its philosophy and practice of inclusion—soliciting, valuing, and incorporating the myriad viewpoints of its lawyers—the firm is more creative, stronger, and better able to address the evolving issues in the workplace.

Ogletree Deakins encourages and supports membership and participation in local, state, national, and international professional associations. Our lawyers are active in organizations such as the American Bar Association; the National Bar Association; the National Asian Pacific American Bar Association; the Hispanic National Bar Association; the National Lesbian, Gay, Bisexual and Transgender (LGBT) Bar Association; Lambda Legal; and the Cuban American Bar Association.

In addition to our support of these professional organizations, among Ogletree Deakins' lawyers are officers of several of these bar associations including the past chair of the Labor and Employment Law Section of the National Bar Association, an officer and board member on the Korean American Bar Association of Southern California, and the current chief financial officer of the Hispanic Bar Association of Orange County. Firm members regularly participate in programs sponsored by the National Employment Law Council, the Minority Corporate Counsel Association, the National Association of Women Lawyers, and Corporate Counsel Women of Color.

We believe in the importance of recognizing individual worth and individual differences within the legal community as well as all work environments. Throughout the firm, lawyers of diverse backgrounds—female, lesbian, gay, bisexual and transgender (LGBT), and minority lawyers—hold positions of responsibility including as managing shareholders in our local offices. All of the committees in the firm benefit from the diverse viewpoints of their members and chairs, including the Compensation Committee, 25 percent of whose members are diverse.

Because the firm has a long tradition of diversity among its lawyers and staff, we are uniquely situated to assist our clients with creative and effective solutions in the increasingly diverse global economy. To maintain this competitive edge, the firm is proactive in recruiting, hiring, promoting, mentoring, and retaining its diverse talent pool, including individuals of various races, genders, religions, sexual orientations, disabilities, ethnicities, and national origins.

Ogletree Deakins' Director of Professional Development and Inclusion and other firm leaders attend and participate in diversity organizations such as the Leadership Council on Legal Diversity, the Leadership Institute for Women of Color Attorneys in Law and Business, and the Association of Law Firm Diversity Professionals. The events sponsored by these organizations allow members of the firm the opportunity to exchange ideas on best diversity and inclusion practices and to assist the firm in retaining an innovative edge.



DIVERSITY

Ogletree Deakins advises and encourages its clients to address and be sensitive to diversity issues and to recognize and understand that the diversity of its workforce is a source of innovative ideas and competitive advantage. We work with our clients to manage and benefit from their workplace diversity through counseling, development of diversity initiatives, and on-site training.

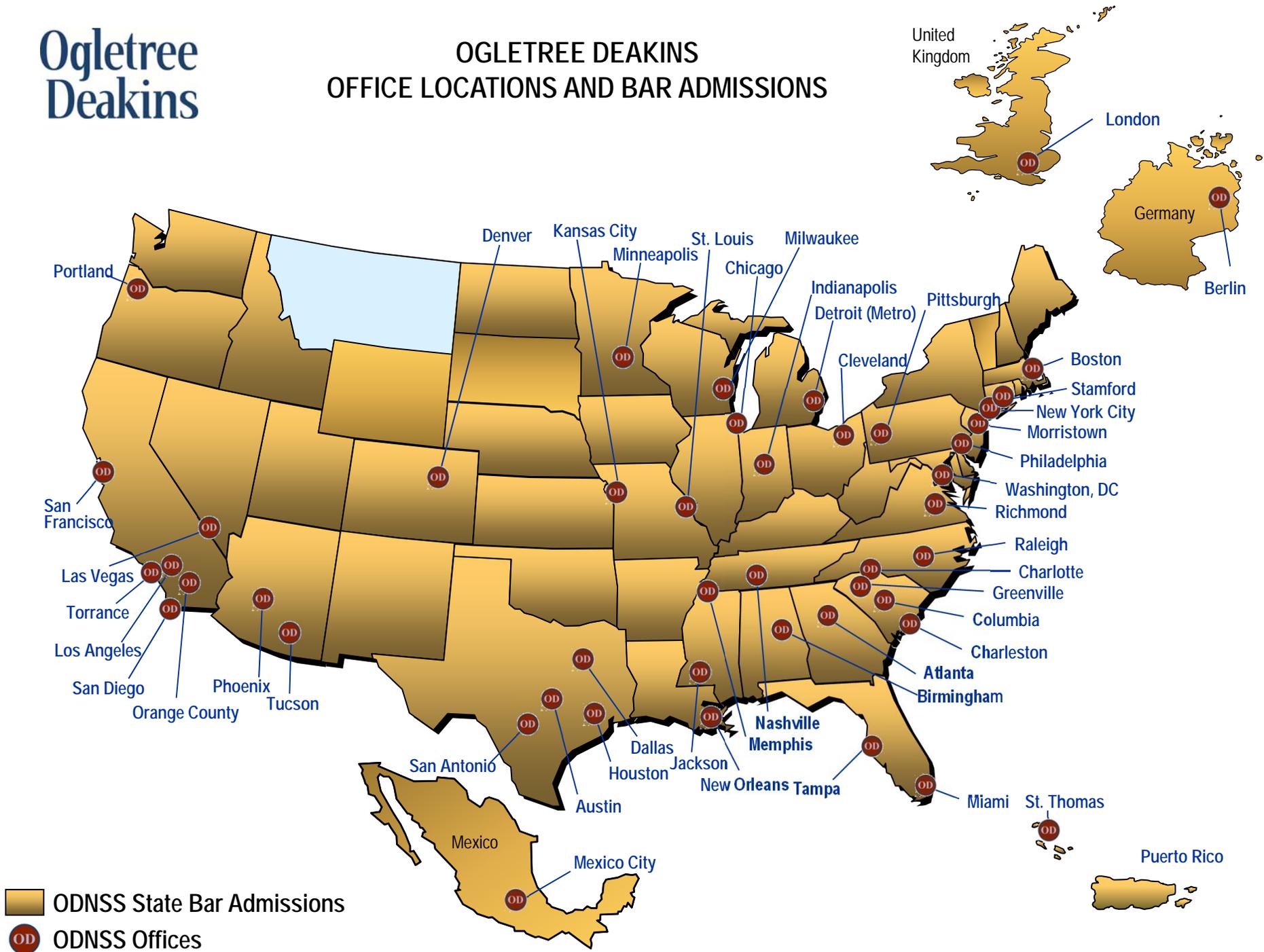
For more information on Ogletree Deakins' diversity and inclusion initiatives, please visit our website at www.ogletreedeakins.com/diversity.

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OGLETREE DEAKINS OFFICE LOCATIONS AND BAR ADMISSIONS



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Ogletree Deakins prides itself on an outstanding staff of experienced legal professionals. Our firm and attorneys consistently receive recognition from select organizations and publications. We recently received the most mentions of any firm in Corporate Counsel magazine's 2014 survey "Who Represents America's Biggest Companies," which reports on the firms representing Fortune 500 companies.

Ogletree Deakins is also "Law Firm of the Year" in the Labor Law - Management category in the 2015 edition of U.S. News – Best Lawyers® "Best Law Firms" list. This is the fourth consecutive year we have been selected as a Law Firm of the Year and the second consecutive year we have been recognized in the Labor Law - Management category. Only one law firm in each nationally ranked practice area receives the "Law Firm of the Year" honor. Ogletree Deakins also earned six First-Tier rankings in the following employment law categories: Employee Benefits (ERISA) Law; Employment Law - Management; Labor Law - Management; Litigation - Labor & Employment; Construction Law and Immigration Law.



Ogletree Deakins continues to excel in BTI Litigation Outlook: Changes, Trends and Opportunities for Law Firms reports. In the 2015 report, corporate counsel ranked Ogletree Deakins a "Powerhouse" in the area of complex labor and employment litigation. It is the third consecutive year that Ogletree Deakins has earned the "Powerhouse" distinction.

Our Employment Law Practice Group was named a 2014 Practice Group of the Year by the prominent legal news publication Law360. The publication selected firms that "excelled at getting the job done for clients in litigation and deals in 2014." We also were named one of the best law firms for female partners by prominent legal news publication Law360. Law360's 2014 class of Ceiling Smashers includes the 25 U.S.-based law firms with the highest percentage of female partners. The results were based on a survey of nearly 400 U.S.-based law firms with 50 or more attorneys



In the 2015 Law360 Minority Report, Ogletree Deakins was rated the top firm for African-American attorneys. Criteria included number of African-American equity partners, non-equity partners, and representation of African-American attorneys in leadership roles throughout the firm.

In addition, over 175 of our attorneys are listed in the 2015 edition of Best Lawyers in America; 75 of our attorneys are in the 2015 edition of Chambers USA; 42 of our attorneys have been inducted as Fellows in The College of Labor and Employment Lawyers; and 158 attorneys are recognized as 2014 Super Lawyers and 79 attorneys are recognized as 2014 Super Lawyers – Rising Stars.

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ADDITIONAL INFORMATION

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REPRESENTATIVE CLIENT LIST

7-Eleven
ADT, LLC
Alcoa, Inc.
ArcelorMittal USA
Ardent Health Services
AT&T
BNSF Railway
Borden Dairy Company
Boy Scouts of America
Brink's U.S.
Children's Hospital
Chrysler Group LLC
Citigroup
Covidien
D.R. Horton, Inc.
Dean Foods
Dell Inc.
Eaton Corporation
FedEx Corporation
Fluor Corporation
Fossil
GameStop
General Electric
Georgia-Pacific LLC
Gruma Corporation
Harris Teeter Inc.
Hertz
Hillshire Brands Company
Honeywell International
Hospital Corporation of America

Hunt Oil
Kraft Foods Global, Inc.
Lockheed Martin Corporation
Mary Kay
Michaels Stores, Inc.
Michelin North America, Inc.
NBC Universal
Omni Hotels
Parker Hannifin Corporation
Penn State Milton S. Hershey Medical Center
Raytheon
Regions Bank
Sally Beauty Supply
Southwest Airlines
St. Joseph Health System
Starbucks Coffee Company
Target Corporation
Texas Instruments
The Boeing Company
The Pennsylvania State University
The Travelers Companies, Inc.
Trinity Industries
Tyco International
Valero
Weichert Co.
Wells Fargo & Company
YRC Worldwide Inc.

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