

# Class Action

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## PRACTICE GROUP

- Employment Discrimination Class Actions
- Wage and Hour Class and Collective Actions
- Multi-Plaintiff Cases
- Multi-District Litigation



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## PRACTICE GROUP

*From Fortune 50 to small companies, employers of all sizes turn to Ogletree Deakins to represent them in employment-related class and collective actions.*

*Our Class Action Practice Group consists of seasoned litigators who devote their practices to representing employers in complex litigation.*

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## EXPERIENCE

Our class action lawyers are veterans. We have decades of experience handling numerous types of federal and state law class and collective actions, such as those arising under Title VII, 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.

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## COAST TO COAST COVERAGE

Because our Class Action Practice Group members practice in offices around the country, we can promptly marshal the resources needed to handle fact investigations, declarations, discovery, and court hearings in nationwide or company-wide actions, as well as in local cases. In short, our coverage is vast. That said, we also have local experience with judges, juries, and plaintiffs' counsel in a multitude of jurisdictions. In addition, we have the bench strength to assist our clients in an efficient and effective manner. Finally, we have the experience and resources to manage e-discovery.

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## A UNIQUE APPROACH TO YOUR BUSINESS MATTERS

We do not have a one-size-fits-all approach to class or collective actions. Instead, we appreciate that complex litigation requires creativity and outside-the-box thinking on every front and that no two cases can or should be litigated in the same way. So we stand ready to modulate our style to fit our clients' business interests, the needs of the particular case, the forum and the judges, opposing counsel, and any other relevant factors.

We view each case as a business problem that our clients have and need to resolve. In sum, we want to litigate our client's case in a way that makes the most sense to the client and that furthers its business priorities. To that end, we provide sophisticated legal and practical advice so that the case can be resolved and the client can get back to business.

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## RELATING TO YOUR CASE NEEDS

We understand that class and collective actions are typically high-profile, sensitive matters that have potentially significant financial consequences. Many of our lawyers have formerly served as in-house counsel and understand the special demands and pressures associated with these cases, as well as the focus that high-level leaders within the client organization will give to these matters. Our goal is to zealously protect our clients at every turn.

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## COMMUNICATION

We seek and value our clients' input at every step of the case. We strive to prepare our clients in advance for the issues and contingencies in class and collective action litigation—both from a budgeting and expectation-setting perspective. We understand clients count on, and expect, timely and accurate communication throughout the course of a matter.

## UNDERSTANDING YOUR BUSINESS

We get to know and understand the nuances of our clients' businesses. We have represented employers in class and collective actions in a wide variety of industries and sectors, including:

- Manufacturing (e.g., chemical, electronics, food and beverage, tire)
- Telecommunications (e.g., wireless, satellite TV, cable)
- Hospitality (e.g., restaurant, hotel, country club)
- Transportation (e.g., trucking, freight, air, cruise, package delivery)
- Financial services (e.g., banking, consumer finance, insurance)
- Retail (e.g., clothing, convenience store, drug store/pharmacy, department store, grocery)
- Construction
- Government entities (e.g., county, transit authority, municipality)
- Health services (e.g., hospital, assisted living, health care products)
- Petro-chemical (e.g., production, refining)
- Miscellaneous services (e.g., funeral homes, landscaping, security, engineering, education, workforce consulting)

## VALUE

Our firm has been a leader in offering value-based pricing for clients. We work closely with our clients to develop fee arrangements that are tailored to their needs and interests. We are happy to discuss the nature of any alternative fee agreements that are of interest to our clients.



*With offices throughout the nation, the firm represents a diverse range of clients.*

*We operate efficiently on a national scale without compromising our commitment to service.*

*Ogletree Deakins is one of the nation's largest labor and employment law firms, representing management in all types of employment-related legal matters.*



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