



Kathleen M. Anderson has been an advocate for businesses and entrepreneurs throughout the country for more than 20 years. Kathleen, who focuses her practice on litigation and counseling, has been recognized on the Best Lawyers in America, Who's Who in American Law, Chambers USA and Indiana Super Lawyers lists. In addition to the "Best Lawyers" honor, Best Lawyers in America has named Kathleen a 2015 "Lawyer of the Year." Kathleen brings expertise, a partnering mentality and no-nonsense focus to her representation of businesses.

Kathleen's litigation practice covers the full spectrum of litigation services, including pre-litigation counseling; risk and litigation management; and trials, hearings, and appeals before federal and state courts, administrative agencies, and other tribunals. She has experience in alternative dispute resolution proceedings, including arbitration, mediation and conciliation.

Kathleen regularly represents and counsels businesses in relation to trade secrets and unfair competition; employee raiding, equal employment opportunity; federal and state wage and hour claims; wage/hour investigations and audits; workplace investigations; non-competition, non-solicitation and other restrictive covenant claims; discrimination; retaliation; whistleblower; reductions in force; internal complaints and investigations; and tort, commercial and other business claims. Kathleen is part of the firm's Wage and Hour and Higher Education Practice Groups.

Kathleen represents clients in complex litigation, including in class actions, wage and hour (Fair Labor Standards Act or FLSA) collective actions and in actions brought against businesses by and before federal agencies, including the Equal Employment Opportunity Commission (EEOC) and the Department of Labor (DOL). Kathleen litigates wage and hour cases, including class, collective and hybrid actions in federal and state courts. These cases involve a range of allegations, including those related to exempt status/misclassifications, 'off the clock' work, bonuses, vacation pay, time keeping, compensable time, overtime pay, time and payroll

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EDUCATION

Indiana University-Bloomington, (J.D.),
magna cum laude, 1992

Hanover College, (B.A.), summa cum
laude, 1989

BAR ADMISSIONS

Indiana

Ohio

COURT ADMISSIONS

U.S. Court of Appeals for the Eighth
Circuit

U.S. Court of Appeals for the Seventh
Circuit

U.S. Court of Appeals for the Sixth
Circuit

U.S. District Court for the Northern
District of Indiana

U.S. District Court for the Northern
District of Ohio

U.S. District Court for the Southern
District of Indiana

U.S. District Court for the Southern
District of Ohio

LANGUAGES

English

PRACTICES

records, tip and service charges, meal periods, reimbursements and retaliation.

Kathleen collaborates with clients from a range of industries - manufacturing, hospitality/restaurants, healthcare, insurance, retail, marketing, and waste management, to name a few. Kathleen regularly lectures and writes on litigation tactics, civil procedure, professionalism, trade secrets, unfair competition and risk management.

Kathleen serves as a member of the Indiana Bar Foundation's Board of Directors and has served on the Indiana State Bar Association Board of Governors. She is past president of the Allen County Bar Association and of that bar association's Trial Lawyers Section. She has been a member of the Local Rules Committee of the United States District Court for the Northern District of Indiana.

Kathleen has been recognized as a Rotary International Paul Harris Fellow (a community service award) and as a 'Title IX Hero' (by the Indiana Humanities and the Indiana Fever). She has received the Camille B. Conway Diversity Award for contributions to diversity and inclusion and the Niemann Citation for Excellence and Professionals for Distinguished Legal Work, Professionalism and Public Service and Leadership. Formerly recognized as a "Future 40 Under 40" Award Recipient, Kathleen has been recognized for her service on boards of directors for various not-for-profit health care, education, and community organizations.

Kathleen received a B.A., *summa cum laude*, from Hanover College, where she graduated first in her class and was awarded the Henry C. Long Citation for Academic Excellence and Citizenship. Kathleen received her J.D., *magna cum laude*, from Indiana University School of Law - Bloomington, where she served on the Board of Editors of the Indiana Law Journal and was elected to the Order of the Coif, a national law school honorary.

Kathleen is admitted to practice before the Sixth, Seventh, and Eighth U.S. Court of Appeals; the U.S. District Courts for the Northern and Southern Districts of Indiana and Ohio; and Indiana and Ohio state courts. She has been admitted to practice pro hac vice in courts throughout the country.

Honors

The Best Lawyers in America, 2023-2024

Chambers USA, 2022-2023

The Indiana Lawyer, Leadership in Law Distinguished Barrister, 2021

- Class and Collective Actions
- Collective Bargaining
- Commercial Litigation
- Construction
- Consumer Class Action Defense
- Corporate
- Disability, Leave and Medical Issues
- Discipline and Termination
- Discrimination Defense
- EEO Compliance
- Emerging Companies and Venture Capital
- Employment
- Employment Litigation
- Labor and Employment
- Litigation
- Logistics and Transportation
- Management and Employee Training
- Non-Compete and Trade Secrets
- Non-Compete Litigation
- Product Liability and Mass Torts
- Sarbanes-Oxley and Dodd-Frank Acts
- Wage and Hour
- Workplace Counseling
- Workplace Culture 2.0

INDUSTRIES

- Colleges and Universities
- Education
- Telecommunications