



Niloy Ray

Shareholder
eDiscovery Counsel

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Focus Areas

eDiscovery
Global Workplace Transformation Initiative

Overview

As a member of Littler's eDiscovery Group, Niloy Ray has a nationwide practice specializing in the litigation of critical eDiscovery issues and challenges. Reinforcing the firm's commitment to providing its clients with leading-edge solutions in this critical area of the law, he routinely advises clients on efficiently meeting preservation and “meet and confer” obligations, developing strategies for effective data harvesting, review and production, implementing cost-shifting/cost-reduction techniques, and addressing the admissibility and authentication of electronic evidence. An active litigator, he regularly handles hearings and motion practice on matters relating to eDiscovery.

Before joining Littler, Niloy was at another multinational law firm, where his practice focused on commercial litigation in federal and state courts in complex tort, antitrust and contract matters. He regularly represented energy utilities in regulatory proceedings and related litigation, and conducted internal investigations for Fortune 500 and academic clients. He has broad experience in all facets of trial practice and has chaired trials in state and federal court.

Prior to attending law school, Niloy spent several years coding, designing, and leading the development of supply chain software applications for Retek Inc., now part of Oracle.

Professional and Community Affiliations

- Member, Sedona Conference Working Group 1
- Chair, Sedona Conference Diversity Committee, 2017-present

- Member, EDRM
- Member, Federal Bar Association, Minnesota Chapter
- Member, Planning Committee, Annual Arkfeld eDiscovery and Digital Evidence Conference, Sandra Day O'Connor College of Law - Arizona State University
- Member, Planning Committee, E-Discovery Institute, Chicago-Kent College of Law
- Co-Chair, Today's General Counsel Institute Exchange eDiscovery Seminar
- Member, Federal Practice Committee (D. Minn.)
- Member, Relativity Advisory Board

Recognition

- Recipient, Wesley J. Fastiff Ingenuity Award, *Littler*, 2020

Education

J.D., University of Virginia School of Law, 2007

B.A., Macalester College, 1999, *with honors*

Bar Admissions

Minnesota

Illinois

Courts

U.S. District Court, District of Minnesota

U.S. District Court, Northern District of Illinois

U.S. District Court, Eastern District of Wisconsin

U.S. District Court, District of Colorado

Languages

Bangla/Bengali

Hindi

Publications & Press

Two Developments Could Impact California's Proposed Regulations Governing AI and Automated Decision-making

Littler ASAP

April 4, 2022

California Fair Employment & Housing Council Proposes Sweeping Regulation of Automated Decision-making and Artificial Intelligence in Employment

Littler ASAP

March 17, 2022

Law Firms Turn to AI to Vet Recruits, Despite Bias Concerns

Bloomberg Law

February 24, 2022

New York City Enacts Law that Hinders Use of Automated Tools in Hiring and Promotion Decisions

Littler Insight

December 28, 2021

Inaugural Report of Littler's Global Workplace Transformation Initiative

Littler Report

March 30, 2021

Littler Announces Winner of First Annual Wesley J. Fastiff Ingenuity Award

Littler Press Release

January 22, 2020

Littler Elevates 28 Attorneys to Shareholder

Littler Press Release

January 3, 2018

In the Spotlight: 3 Factors to Consider When Employees Use Texts for Business

Minnesota Employment Law Newsletter

April 2016

In the Spotlight: Personal Data on Business Systems: The High Cost of Curiosity

Minnesota Employment Law Newsletter

September 2015

Personal Data on Business Systems: The High Cost of Curiosity

Business Management Daily

August 30, 2015

A Litigator's Guide to Social Media Discovery in Civil Actions

The Legal Intelligencer

January 29, 2013

True Grit: Four Models to Rein in eDiscovery Costs

Law Technology News

January 30, 2012

Speaking Engagements

California Privacy Rights Act - Steps To Take Now: Project Planning, Vendor Contracting, and Data Retention and Security

April 14, 2022

Best Practices for Rule 30(b)(6) Depositions

FBA-MN Annual Conference

November 18, 2021

Optimizing the Litigation Practice Through Innovation and Technology

Global Legal ConfEx Roundtable

November 10, 2021

eDiscovery Case Law Review

The Sedona Conference: 2021 Annual Meeting, eDiscovery Working Group

October 2021

Computer Knows Best? Leveraging Artificial Intelligence to Improve Post-Pandemic Workforce Equity and Diversity

Association of Corporate Counsel (ACC) Webcasts

September 29, 2021

The Future of Work: Post-Pandemic and Beyond

Littler Executive Employer Conference

May 14, 2021

Artificial Intelligence and Onboarding: Tools That Make Staffing Easier, or Legal Minefield?

ASA Staffing Law Virtual Conference

April 29, 2021

Moderator: Social, Technological, and Ethical Challenges of Electronic Evidence in Criminal Cases

The Sedona Conference Working Group 1 (Virtual) Annual Meeting 2020

October 28, 2020

Can You Keep a Secret? – Protecting Trade Secrets During the Pandemic

October 8, 2020

COVID-19 Employment Litigation & eDiscovery Challenges

ACEDS Central Texas Chapter Webinar

July 15, 2020

ESI Protocols – What Are They Good For?

Ninth Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference, Phoenix, AZ

March 12, 2020

Data Security Best Practices Throughout the eDiscovery Process

Ninth Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference, Phoenix, AZ

March 12, 2020

New Regulations & New Approaches: Latest Developments at the DOL

2019 Littler Midwest Employer Conference, Minneapolis, MN

October 3, 2019

eDiscovery Lessons from the Mueller Report

Driven, Inc. webinar

August 14, 2019

Privacy, Security & Information Governance: Navigating the eWorkplace

2019 Littler-Milwaukee Employer Conference, Milwaukee, WI

July 17, 2019

Emerging Technologies Reshaping the Law: Employment

Federal Bar Association-MN 45th Annual Federal Practice Seminar, Minneapolis, MN

June 20, 2019

“But I’ve Always Done It This Way”: Tips for More Effective Document Requests and Responses

Federal Bar Association-MN 45th Annual Federal Practice Seminar, Minneapolis, MN

June 20, 2019

Co-chair, Today’s General Counsel Institute

Chicago, IL

June 12-13, 2019

Digital Dangers: You Can't Handle the Truth!

2019 Littler Executive Employer, Phoenix, AZ

May 9, 2019

Diversity Awareness and its Unique Benefits to eDiscovery

Sedona Working Group 1 Mid-year Meeting, Charlotte, NC
April 2, 2019

Do You Know Where Your Documents Are? Or Who's Touching Your Documents Today?

Eighth Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference, Phoenix, AZ
March 8, 2019

More than Meets the Eye: Spotting (and Exposing) Fabricated Evidence

Eighth Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference, Phoenix, AZ
March 7, 2019

Faculty Member, Sandpiper Partners

Innovation in E-Discovery Conference, Chicago, IL
February 27, 2019

Workplace Investigations: A Multidisciplinary Approach to Facing New Challenges, Refining Your Techniques and Managing Evidence

2018 Littler Midwest Employer Conference, Minneapolis, MN
November 8, 2018

Optimizing the Attorney-Client Relationship: In-house counsel discuss practical approaches and ethical considerations in handling eDiscovery

Sedona Working Group 1 2018 Annual Meeting, Los Angeles, CA
October 26, 2018

Co-Chair, The Exchange eDiscovery Forum

Today's General Counsel Institute, San Francisco, CA
October 16-17, 2018

Co-Chair, The Exchange eDiscovery Forum

Today's General Counsel Institute, Houston, TX
September 25-26, 2018

Data is Your Frenemy: Best Practices for Avoiding Data Pitfalls in Employment Litigation

Nevada Employer Conferences, Las Vegas and Reno
September 12-13, 2018

Data is Your Frenemy: Best Practices for Avoiding Data Pitfalls in Employment Litigation

2018 Littler Nevada Employer Conferences, Las Vegas and Reno, NV
September 11-12, 2018

Co-Chair, The Exchange eDiscovery Forum

Today's General Counsel Institute, Chicago, IL
June 13-14, 2018

Application of the Amended Federal Discovery Rules – A Two-Part Discussion on Proportionality and Sanctions: Sessions 1 & 2

Clear Law Institute Webinars
May 30, 2018

IoT and Liability

Internet of Things Governance Workshop, Arizona State University, Phoenix, AZ
May 15, 2018

Search Tips and Tricks

7th Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference, Phoenix, AZ
March 7, 2018

Robotics, AI and the Internet of Things

7th Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference, Phoenix, AZ
March 6, 2018

Discover Requests in Employment Litigation After Amended Rules 26(b) and 34(b)

Strafford Webinar
January 31, 2018

Big Data from Employees; Big Risk for Employers

Relativity Fest, Chicago, IL
October 25, 2017

Searching Basics for Attorneys

Relativity Fest, Chicago, IL
October 24, 2017

IoT – Tomorrow's ESI

2017 Littler Ohio Employer Conference, Warrensville Heights, OH
October 19, 2017

Privacy & Litigation in the IoT World

Dish Network, Denver, IL
September 24, 2017

Lead Moderator, The Exchange eDiscovery Forum

Today's General Counsel Institute, Chicago, IL
June 5-7, 2017

FRCP: Amendments to the Federal Rules of Civil Procedure

The Masters Conference, Chicago, IL
May 23, 2017

Changes to the Federal Rules of Civil Procedure

Twin Cities ARMA 2017 Spring Conference
April 6, 2017

What's More Normal Than a Mobile Device?

6th Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference
March 9, 2017

Mock Hearing: Production Under the New Federal Rules

6th Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference
March 9, 2017

Managing the 21st Century Sales Force

Minneapolis, MN
February 16, 2017

Discovery Requests in Employment Litigation After Amended Rules 26(b) and 34(b): Propounding or Answering Requests

Strafford Publications, Inc. Webinar
January 31, 2017

Electronic Discovery Under the Amended Federal Rules of Civil Procedure

Minnesota CLE Webinar
December 7, 2016

A Dialog on Diversity and the Elimination of Bias in the Legal Profession

The Sedona Conference Working Group 1 Annual Meeting 2016
October 27, 2016

The Internet of Things: Tomorrow's ESI

Colorado Association of Litigation Support Professionals 10th Annual e-Discovery Summit
October 7, 2016

Shift Left – A New Age of eDiscovery – Analytics and ECA

Electronic Documents and Records Management Webinar
June 30, 2016

Strategic Use of Objections and Responses Under New Rule 34

Today's General Counsel Institute, Chicago, IL
June 14, 2016

Preservation in the Wake of New FRCP Amendments

Today's General Counsel Institute, Chicago, IL
June 13, 2016

The Internet of Things

Masters Conference for Legal Professionals, Chicago, IL
May 24, 2016

Who Says TAR is Only for Litigation Giants

4th Annual University of Florida Law ERDM eDiscovery Conference
March 30, 2016

The Nitty-gritty of Selecting, Tuning, and Implementing Electronic Search Parameters and Protocols

5th Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference - Sandra Day O'Connor College of Law, Tempe, AZ
March 10, 2016

Welcome to the eMachine: The Evolving Terrain of the Modern "eWorkplace"

5th Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference - Sandra Day O'Connor College of Law, Tempe, AZ
March 10, 2016

Ethical Impacts of Technological (In)Competence

2015 Littler Midwest Employer Conference, Minneapolis, MN
October 29, 2015

Chutes and Ladders: Tips for Winning When Faced with Wage/Hour Challenges Under the FLSA

October 22, 2015

E-Discovery in Employment Litigation: Preparing for New FRCP Amendments

Strafford Publications, Inc. Webinar
July 22, 2015

Applying Analytics & Metrics in eDiscovery – Thought Leaders Roundtable

The Cowen Group, Minneapolis, MN
June 18, 2015

Deriving Value from Discovery Data & Information Lifecycle Governance

Association of Corporate Counsel, Minneapolis, MN
June 18, 2015

Social Media & eDiscovery: Playing to Win

American Law Institute Webinar
June 12, 2015

Social Media – The Next Wave of Digital Evidence for Organizations

Association of Certified E-Discovery Specialists (ACEDS) Webinar
May 13, 2015

Hot Topics and Trends in eDiscovery and Information Governance

2nd Annual eDiscovery Institute, Chicago-Kent College of Law
March 27, 2015

eWorkplaces: The Future and the Challenge

2nd Annual eDiscovery Institute, Chicago-Kent College of Law
March 27, 2015

When Form Trumps Substance

4th Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference - Sandra Day O'Connor College of Law, Tempe, AZ
March 13, 2015

Life is a Highway

4th Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference - Sandra Day O'Connor College of Law, Tempe, AZ
March 12, 2015

The “eWorkplace” and its Impact on eDiscovery

Today's General Counsel Institute, Los Angeles, CA
December 9, 2014

The Practical Implications of the New Rule Amendments

Today's General Counsel Institute, Los Angeles, CA
December 9, 2014

Developments in Search

Today's General Counsel Institute, Los Angeles, CA
December 9, 2014

Hiring, Evaluating and Monitoring Employees in the Age of Social Media and Big Data

Littler Mendelson, Minneapolis, MN
November 6, 2014

In-House Ethics: E-Discovery, Information Security and Representation Issues

Littler Mendelson, Minneapolis, MN
November 6, 2014

E-Discovery for the Corporate Market

Today's General Counsel, Seattle, WA
October 7-8, 2014

From Snapchat To Summary Judgment: Social Media Discovery Tools For The Modern Litigator

Littler Mendelson Webinar
July 25, 2014

BYOD-The Law, Risks, Policies, and Acquisition Tools

AccessData Webinar
July 2, 2014

Data Preservation in the Face of Evolving Rules

Chicago Symposium on Preservation Excellence (PREX) - LegalHoldPro, Chicago, IL
June 17, 2014

E-Discovery for the Corporate Market

Today's General Counsel, Chicago, IL
June 10-11, 2014

Cloud Computing & Mobile Devices: How to be Prepared for Litigation

Masters Conference, Chicago, IL
May 28, 2014

E-Discovery Search Techniques and their Practical Applications

2014 Annual Conference - 7th Circuit Bar Association
May 11-13, 2014

Social Media Discovery Considerations

3rd Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference - Sandra Day O'Connor College of Law, Tempe, AZ
March 14, 2014

What We Have Here is a Failure to Communicate

3rd Annual ASU-Arkfeld eDiscovery and Digital Evidence Conference - Sandra Day O'Connor College of Law, Tempe, AZ
March 13, 2014

Cooperation and Collaboration and Cost Control

E-Discovery for the Corporate Market Conference - Today's General Counsel, Los Angeles, CA
December 12, 2013

Cooperation in Practice Section

10th Annual Advanced eDiscovery Institute - Georgetown Law, Washington DC
November 21, 2013

A Review of the Proposed FRCP Amendments

Driven Inc., Chicago, IL
November 20, 2013

Demystifying Technology Enhanced Review AKA Technology Assisted Review AKA Computer Assisted Review and the Predictive Coding Process

Chicago Association of Litigation Support Managers (CALSM), Chicago, IL
October 21, 2013

E-Discovery for the Corporate Market

Today's General Counsel, Houston, TX
September 16-17, 2013

Your Changing Role in Managing the Legal Services Team of the Future

The Cowen Group, Chicago, IL
July 31, 2013

Using Social Media in Legal Investigations: Traversing the Ethical Minefield

CLE Presentation - Center for Competitive Management (C4CM)
July 16, 2013

An Analytical Primer: Assessing the Pros & Cons of Established & Emerging Review & Analysis Paradigms

San Diego eDiscovery Retreat (SDEDR)
July 1, 2013

E-Discovery for the Corporate Market

Executive Counsel Institute, Chicago, IL
June 11-12, 2013

Managing Disputes About the Discovery of Electronically Stored Information

Labor & Employment Law Committee - Chicago Bar Association
April 10, 2013

What We Have Here is a Failure to Communicate

2013 eDiscovery and Digital Evidence Conference, Arizona State University - Sandra Day O'Connor College of Law, Phoenix, AZ
March 13-15, 2013

Social Media Discovery Considerations

2013 eDiscovery and Digital Evidence Conference, Arizona State University - Sandra Day O'Connor College of Law, Phoenix, AZ
March 13-15, 2013

E-Discovery in Employment Litigation

Strafford Publications Inc. Webinar
January 9, 2013

eDiscovery Roundtable

Special Counsel
November 8, 2012

eDiscovery Service Delivery Models Roundtable

The Cowen Group, Chicago, IL
October 31, 2012

21st Century Considerations: Data-Security, Social Media and The Cloud

2012 Conference on E-Discovery for the Corporate Market - Executive Counsel Institute, Houston, TX
September 18-20, 2012

Search Technologies and Forward Thinking

2012 Conference on E-Discovery for the Corporate Market - Executive Counsel Institute, Houston, TX
September 18-20, 2012

Information Governance Trends & Issues Roundtable

The Cowen Group, Chicago, IL
August 8, 2012

Preservation and Collection of ESI

2012 eDiscovery and Digital Evidence Conference, Arizona State University - Sandra Day O'Connor College of Law,
Phoenix, AZ

May 22-25, 2012

Books & Book Chapters

- Littler Mendelson on Employment Law Class Actions, *LexisNexis, 2nd Ed.*, contributing author, 2012