



Anna Curry Gualano

Program Director, Littler CaseSmart
Principal

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Focus Areas

Littler CaseSmart
Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Wage and Hour

Overview

Anna C. Gualano is a member of the Littler CaseSmart® team and is based in Alabama. As Program Director, Anna coordinates with attorneys throughout the firm to manage administrative agency charges defended in the Littler CaseSmart model. Littler CaseSmart utilizes and blends a unique client-dedicated staffing model, redesigned legal process for greater efficiencies, and case management and analytics.

Anna uses Littler-developed technology to oversee workflow across the Littler CaseSmart Charges team, monitor financial performance, and ensure that the firm's approach to the defense of administrative agency charges aligns with each client's overall litigation strategy. Anna routinely consults with Littler CaseSmart clients to provide insight into their pre-litigation matters using data analytics.

Anna was previously Program Manager, where she contributed to the success of the Littler CaseSmart platform by ensuring successful client implementation and client relations; providing financial oversight for administrative agency charges managed on the Littler CaseSmart platform; hiring, training, and supervising Littler CaseSmart Counsel; and collaborating with team members and clients to accomplish Littler CaseSmart goals and initiatives.

Prior to becoming Program Manager, Anna worked as Staff Counsel to Littler CaseSmart, supporting the charges, single plaintiff litigation, and class actions managed on the platform.

Anna has represented management clients in all labor and employment matters arising under state and federal laws. She has appeared in federal and state courts and before the Equal Employment Opportunity Commission (EEOC) and other state and federal agencies, and her practice has included issues concerning:

- Title VII of the Civil Rights Act
- The Americans with Disabilities Act (ADA)
- The Age Discrimination in Employment Act (ADEA)
- The Fair Labor Standards Act (FLSA)
- The Family and Medical Leave Act (FMLA)
- State employment laws

Primarily working with national retailers, manufacturers and healthcare clients, Anna has also advised employers on human resource issues, from hiring new employees to evaluating, disciplining, and terminating existing employees. Additionally, she assisted in drafting proposed revisions to the Georgia Juvenile Justice Code.

Anna joined Littler in May 2008. Prior to that time, she worked in the labor and employment practice of a general practice firm for three years representing national clients in Georgia and Tennessee. In law school, she was junior editor for the *Law and Psychology Review* and president of the Student Bar Association. The Anna C. Curry Leadership Award was established in her honor in 2005 by the University of Alabama School of Law and is given annually to an outstanding student leader.

In 2009, Anna climbed Mt. Kilimanjaro to raise funds and awareness for the Osteogenesis Imperfecta Foundation.

Professional and Community Affiliations

- Vice-Chair, Young Lawyers Division, Labor and Employment Law Committee, American Bar Association
- Member, State Bar of Georgia
- Member, Alabama State Bar
- Member, Tennessee Bar Association
- Member, Birmingham Bar Association
- Member, Women Lawyers Section, Birmingham Bar Association
- Member, The Charity League of Birmingham
- Event Chair, Leadership Circle of the Girl Scouts of North-Central Alabama
- Member, Sunrise Rotary Club
- Chair, Board of Trustees, Vestavia Hills Library
- Board of Trustees, Vestavia Hills City Schools Foundation

Recognition

- Recipient, Anna C. Curry Leadership Award, *University of Alabama School of Law*, 2005

- Dean's Scholar, *University of Alabama School of Law*
- Harris C. Reilly Scholar, *Vanderbilt University*

Education

J.D., University of Alabama, 2005

B.A., Vanderbilt University, 2002

Bar Admissions

Alabama

Georgia

Tennessee

Courts

U.S. Supreme Court

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Northern District of Alabama

U.S. District Court, Middle District of Alabama

U.S. District Court, Southern District of Alabama

U.S. District Court, Northern District of Georgia

U.S. District Court, Middle District of Tennessee

U.S. District Court, Western District of Tennessee

Alabama Supreme Court

Georgia Supreme Court

Publications & Press

Attorneys With Disabilities Claim Role in Big Law Diversity Push

Bloomberg Law

January 20, 2022

Littler Launches New Affinity Group for Individuals with Disabilities

Littler Press Release

December 3, 2021

Littler Announces New Shareholders and Principals Elevating 26 Attorneys

Littler Press Release

January 4, 2021

Hot Topic - Vincent E. Staub v. Proctor Hospital

American Bar Association Section of Labor & Employment Law E-Alert

March 11, 2011

Speaking Engagements

Climbing Kilimanjaro with Osteogenesis Imperfecta

Birmingham Sunrise Rotary Club

2010

Employment Law Update

Birmingham Recruiter's Network

2010