

## Carolyn Theis

Associate

1900 Sixteenth Street  
Suite 800  
Denver, CO 80202  
main: (303) 629-6200  
direct: (303) 362-2850  
fax: (303) 629-0200  
catheis@littler.com



---

### Overview

Carolyn Theis represents individuals and businesses of all sizes before a variety of tribunals, including state and federal courts and administrative agencies, in matters involving allegations of wrongful discharge and violations of state and federal antidiscrimination laws. She also conducts workplace investigations concerning allegations of harassment, discrimination, and retaliation related to race, sex, and disability.

Carolyn is well-versed in all phases of litigation, including drafting and responding to written discovery, witness preparation, taking and defending depositions, selecting and examining expert witnesses, pre-trial briefing, dispositive motion practice, and trial preparation. In addition to traditional litigation, she also counsels clients in alternative dispute resolution, including mediation and arbitration.

She consistently delivers favorable, cost-effective results for her clients. Committed to achieving positive outcomes, Carolyn tailors defense strategies to best suit the needs of each client, relying on her extensive knowledge of the law, courtroom experience, and creativity.

Prior to joining Littler, Carolyn worked for a St. Louis law firm, where she was also a summer associate. She served as a judicial extern for the Hon. Judge Shirley P. Mensah, Magistrate Judge for the Eastern District of Missouri. Carolyn started her legal career as a litigation paralegal in New York City.

### Professional and Community Affiliations

- Board Member, Federal Bar Association, St. Louis Chapter, 2014-2018
- Member, Colgate University Alumni Club of St. Louis, 2011-2018
- Board Member, Young Lawyers' Division, Bar Association of Metropolitan St. Louis, 2016-2017

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-2024
- Named, Rising Star, *Super Lawyers*, 2017-2018

## Education

J.D., St. Louis University School of Law, 2014, *cum laude*

B.A., Colgate University, 2008, *magna cum laude*

## Bar Admissions

Colorado

Missouri

Illinois

## Courts

U.S. District Court, District of Colorado

U.S. District Court, Eastern District of Missouri

U.S. District Court, Western District of Missouri

## Publications & Press

### **Colorado Issues Final Rules on Paid Family and Medical Leave**

*SHRM Online*

September 9, 2022

### **Colorado Issues Final Rules on Benefits and Employer Participation Requirements for Paid Family and Medical Leave Insurance Program, Clarifies Private Plan Option**

*Littler Insight*

September 6, 2022

### **Colorado Issues First Round of Regulations and Guidance on its Paid Family and Medical Leave Insurance (FAMLI) Program**

*Littler Insight*

May 16, 2022

### **Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**Denver and its Neighbors Return to Work: Mayor Announces Expiration of Stay-at-Home Order and Ushers in Period of COVID-19 “Relief and Recovery”**

*Littler ASAP*

May 6, 2020

**Race and Other Four Letter Words**

*Missouri Employment Law Letter*

September 2016

**Sex Discrimination & Retaliation**

*Missouri Employment Law Letter*

April 2016

**Speaking Engagements**

**2023 Rocky Mountain Regional Employer Conference**

Denver, CO

October 27, 2023

**Understanding Colorado’s New Paid Family and Medical Leave Insurance (FAMLI) Program**

August 24, 2022

**2021 Rocky Mountain Virtual Regional Employer Conference**

Denver, CO

October 6, 2021

**2020 Rocky Mountain Virtual Employer**

November 18, 2020

**The Top Ten: Policies Every Colorado Employer Should Have in the COVID Era - Session 5**

July 23, 2020

**Years After #MeToo: The Legal Fallout and What’s to Come**

2019 Rocky Mountain Employer Conference, Denver, CO

October 4, 2019