



## Elizabeth A. Lalik

Shareholder

Co-Chair, Government Contractors Industry  
Group

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## Focus Areas

Government Contractors  
Litigation and Trials  
Unfair Competition and Trade Secrets  
Discrimination and Harassment  
International Employment Law

## Overview

Elizabeth A. Lalik represents employers with respect to high profile or high risk matters spanning all aspects of employment law, whether executive compensation or discrimination claims, unfair competition, equal pay issues, or retaliation and whistleblowing claims (including EEO and False Claims Act retaliation). Beth successfully minimizes risks for her clients and resolves matters through both pre-litigation strategy (including complex and/or sensitive internal investigations) and litigation. Her practice resides in the Virginia/D.C./Maryland region but she has prevailed in courts up and down the Eastern seaboard.

Beth regularly represents international, national, and regional clients in the consulting, government contracting, technology, financial services, utilities, and health care industries. Recent examples of her publicly available first-chair litigation work include:

- *Allen v. Booz Allen Hamilton Inc.*: Won complete early dismissal of case alleging breach of contract, violation of the D.C. Wage Payment and Collection Act, violation of the Maryland Wage Payment and Collection Act, negligent misrepresentation, and promissory estoppel in D.C. District Court and the D.C. Circuit.
- *Eke v. Maxim Healthcare*: Won complete early dismissal of New Jersey Conscientious Employee Protection Act and wrongful discharge claims.

- *Rachael Burnett v. Sally Beauty Holdings, Inc.*: Prevailed on demurrer in Virginia Circuit Court in harassment case alleging negligence and constructive wrongful discharge.
- *Schlisserman, Cook, and Pereira v. PA Consulting Group, Inc.*: Obtained complete dismissal of case on preliminary motion to dismiss and then motion for summary judgment in New York Supreme Court, Commercial Division, in case initially filed by three plaintiffs including female executive's claims of breach of contract, discrimination, retaliation, and wrongful termination.
- *Barnett v. PA Consulting Group, Inc.*: Prevailed on motion for summary judgment in D.C. District Court with respect to female executive's claims of gender and age discrimination.
- *Bennett v. Sage Payment Solutions, Inc.*: Won jury verdict following four day trial on executive's claims of breach of employment contract, interference with prospective employment, and restrictive covenant claims, and prevailed on plaintiff's appeal to Supreme Court of Virginia.

Beth speaks regularly before client and other audiences regarding a myriad of employment law issues, from recent state efforts in the paid leave and background check arenas, to government contracting issues, to FMLA and ADA concerns, to retaliation and whistleblowing issues, to complex internal investigations.

Before joining Littler, Beth was a partner at an AmLaw 100 national law firm.

## Professional and Community Affiliations

- Member, Hispanic Bar Association of Washington, D.C

## Recognition

- Named, Lawyer of the Year, Employment Law - Management, Washington, D.C., *The Best Lawyers in America*®, 2022
- Named, The Best Lawyers in America®, 2009-2024
- Named, Lawyer of the Year, Litigation - Labor and Employment, Washington, D.C., *The Best Lawyers in America*®, 2018
- Ranked, Labor & Employment, *Chambers USA*, 2006-2023
- Named, Top 10 Most Influential Labor & Employment Lawyers in Virginia, *Business Today*, 2023
- Named, Super Lawyer in Employment and Labor Law, Virginia and Washington DC, *Super Lawyers*, 2009-2013 and 2015
- Named, Rising Star in Employment and Labor Law, Virginia, *Law & Politics*, 2007-2009

## Education

J.D., University of Virginia School of Law, 1993

B.S., Cornell University, 1990

## Bar Admissions

District of Columbia

Virginia

Massachusetts

## Courts

District of Columbia Superior Court

U.S. Court of Appeals, District of Columbia

U.S. District Court, District of Columbia

Virginia Supreme Court

U.S. District Court, Western District of Virginia

U.S. District Court, Eastern District of Virginia

U.S. District Court, Eastern District of North Carolina

## Publications & Press

### **Littleton Recognized in 2023 Chambers USA Guide**

*Littleton Press Release*

June 6, 2023

### **Regulatory Update: New Law Ends Sexual Harassment NDAs**

*EHS Today*

January 5, 2023

### **President Biden Enacts Speak Out Act Curtailing the Use of Pre-Dispute Non-Disclosure and Non-Disparagement Clauses Involving Sexual Assault and Harassment Claims**

*Littleton ASAP*

December 12, 2022

### **District of Columbia Implementing Revisions to Broad Ban on Non-Competes**

*Littleton Insight*

September 30, 2022

### **Littleton Ranked in Chambers USA Guide 2022**

*Littleton Press Release*

June 1, 2022

### **The Latest Report on Court, State, and Local Activity Concerning Vaccine Mandates**

*Littleton Insight*

December 9, 2021

**President Biden Resurrects Obama-Era Executive Order on Non-Displacement of Qualified Workers Under Service Contracts**

*Littler ASAP*

December 6, 2021

**Additional Pushback from Certain States on Governmental and Private Employer Vaccine Mandates**

*Littler ASAP*

November 22, 2021

**Additional Pushback on Governmental and Private Employer Vaccine Mandates by Certain States**

*Littler ASAP*

November 9, 2021

**Some States Push Back on Governmental and Private Employer Vaccine Mandates**

*Littler Insight*

November 4, 2021

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

*Littler Press Release*

August 19, 2021

**Littler Ranked in Chambers USA Guide 2021**

*Littler Press Release*

May 27, 2021

**District of Columbia is on the Verge of Implementing One of the Broadest Non-Competition Bans in the Country**

*Littler ASAP*

January 15, 2021

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

*Littler Press Release*

August 20, 2020

**New Virginia Wage and Hour and Pregnancy Discrimination/Accommodation Laws Effective July 1, 2020 Significantly Expand Employees' Rights**

*Littler Insight*

July 6, 2020

**President Trump Issues Executive Order Loosening Constraints on Federal Government Contractors' Workforce Options**

*Littler ASAP*

November 4, 2019

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

**Littler Ranked in 2019 Chambers USA Guide**

*Littler Press Release*

April 25, 2019

**Can Employers Refuse to Hire Applicants Based on Alt-right Views or Affiliation?**

*HR Dive*

October 17, 2018

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

**Refusing to Serve the Alt-Right: Recommendations for DC Area Businesses Hoping to Exclude Hate Group Members from Entry**

*Littler ASAP*

August 8, 2018

**Littler Ranked in 2018 Chambers USA Guide**

*Littler Press Release*

May 15, 2018

**Prince George's County, Maryland Enacts Paid "Safe" Time Law**

*Littler Insight*

December 19, 2017

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide**

*Littler Press Release*

May 26, 2017

**New Privacy Training Requirement for Certain Federal Government Contractor Employees**

*Littler ASAP*

March 7, 2017

**The Best Lawyers in America® Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Littler Press Release*

August 16, 2016

**Amorphous No More – Virginia Defines "Reasonable Notice" of Termination as "Effectual Notice" in the At-Will Employment Context**

*Littler Insight*

June 10, 2016

**Chambers USA Recognizes Littler and Attorneys in 2016 Guide**

*Littler Press Release*

May 27, 2016

**Littler Attorneys Recognized in the Best Lawyers in America® 2016 Edition**

*Littler Press Release*

August 18, 2015

**Anti-trafficking Regulations Impose New Obligations on all Federal Contractors**

*Westlaw Journal Government Contract*

July 20, 2015

**Chambers USA Recognizes Littler and Its Attorneys**

*Littler Press Release*

May 20, 2015

**Anti-Trafficking Regulations Impose New Obligations on All Federal Contractors**

*Littler Insight*

April 10, 2015

**Littler Names Three Co-chairs to Government Contractors Industry Group**

*Littler Press Release*

October 13, 2014

**Littler Attorneys Included in the Best Lawyers in America® 2015 Edition**

*Littler Press Release*

August 18, 2014

**Calif.: Salaried Exempt Employees May Be Required to Use PTO for Partial Day Absences**

*Society for Human Resource Management (SHRM)*

August 11, 2014

**Littler and Its Attorneys Ranked In 2014 Chambers USA Guide**

*Littler Press Release*

May 23, 2014

**Lawyers Say HR Must Be Aware of ADA, FMLA When Considering Leave Requests**

*Bloomberg Law, Bulletin to Management*

December 3, 2013

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Littler Press Release*

August 15, 2013

**Littler Mendelson Named in the 2013 Chambers USA Guide**

*Littler Press Release*

May 24, 2013

**Implications of the VA's Proposed Rule Regarding Provider Agreements for Extended Care Services and Recommendations for Interested Providers**

*Littler ASAP*

May 1, 2013

**Federal Agency Issues Much Anticipated Proposal Governing SCA Exemption for Certain Extended Care Service Providers**

*Littler ASAP*

March 19, 2013

**Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition**

*Littler Press Release*

September 7, 2012

**The 2011 Global Employer: Highlights of Littler's Fourth Annual Global Employer Institute**

*Littler Report*

February 15, 2012

**Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition**

*Littler Press Release*

September 12, 2011

**Chambers USA Honors Littler And Its Attorneys**

*Littler Press Release*

June 27, 2011

**Seventy-Two Littler Attorneys Named to The Best Lawyers in America® 2011**

*Littler Press Release*

August 9, 2010

**Littler Attorneys Honored by Chambers USA**

*Littler Press Release*

June 21, 2010

**61 Littler Attorneys Named to The Best Lawyers in America® 2010**

*Littler Press Release*

August 14, 2009

**Speaking Engagements**

**Hot Topics and New Employment Laws: Everything Employers in the DMV Need to Know to Hit the Ground Running in 2023**

December 14, 2022

**It Wouldn't Be Fall in the DMV Region Without Leaves (of Absence)...**

November 17, 2022

**Conducting Effective Workplace Investigations**

Tysons Corner, VA

October 20, 2022

**Conducting Effective Workplace Investigations in Both the Live and Virtual Worlds**

Virginia CLE, Continuing Legal Education by the Virginia Law Foundation

February 24, and March 3, 2022

**U.S. Vaccine Mandates vs. State Anti-Vaccination Laws and a Survey of the Dramatic Changes in Virginia Employment Protections**

Tysons Corner, VA

December 8, 2021

**Women's Leadership Initiative Open Forum: Maintaining Leadership Presence in a Virtual Workplace**

October 8, 2020

**Tysons Corner Fall Mini Series: The Continuing Repercussions of COVID-19 and Working in the "New Normal"**

September 23, 2020



**Little's Women's Leadership Initiative Open Forum**

August 6, 2020

**Employment Law Update: 2020 Employment Law Changes You Need to Plan for and Other Hot Button Topics**

Tysons Corner, VA

December 11, 2019

**Internal Investigations Q&A**

2019 Mid-Atlantic Employer Conference, Bethesda, MD

June 7, 2019

**Top 10 Mistakes Employers Make**

Tysons Corner, VA

September 20, 2018

**The Next Wave: Pay Equity Laws**

SHRM Richmond, VA

February 13, 2018

**Conducting Lawful Workplace Investigations**

Tysons Corner, VA

November 16, 2017

**Emerging Issues Under FMLA, ADA, and Workers Comp**

Tysons Corner, VA

September 28, 2017

**Whistleblowing/Retaliation**

2017 Mid-Atlantic Employer Conference, Washington, D.C.

June 6, 2017

**What Lurks Beneath: Conducting Effective Investigations of Workplace Issues**

26th Annual Employment Law Update Seminar

May 2017

**The 2016 Election: What Does a Trump Victory Mean for Employers?**

Tysons Corner, VA

December 13, 2016

**The Next Wave: Pay Equity Laws**

Tysons Corner, VA

November 16, 2016

**What's New in Sick Leave: Your Annual Check-Up**

Tysons Corner, VA

October 19, 2016

**Conducting Lawful Investigations: Facing New Challenges, Refining Your Techniques and Avoiding the Common Pitfalls**

Tysons Corner, VA

September 21, 2016

**2016 Mid-Atlantic Employer Conference**

Washington, DC

June 7, 2016

**Effectively Handling Leave & Accommodation Issues Under the ADA**

Tysons Corner, VA

May 24, 2016

**Government Contracting: The Frontlines of Future Employment Policy**

May 4, 2016

**Privacy in the Workplace: When Asking for Information May Be Worse Than Not Knowing the Answers**

Tysons Corner, VA

November 18, 2015

**Effectively Handling Leave & Accommodation Issues Under the ADA**

Tysons Corner, VA

October 21, 2015

**Employment Law Update**

Littler Mendelson, Washington D.C.

June 25, 2015

**New Year, New Focus: Our Suggested Top HR Resolutions for 2015 (including a few targeting government contractors)**

Tysons Corner, VA

December 16, 2014

**Privacy, Social Media, and HR Policies: NLRB and State Law Developments**

Tysons Corner, VA

November 19, 2014

**The Interplay of the FMLA, ADA and Workers' Compensation Laws**

Tysons Corner, VA

September 16, 2014

**Navigating the Maze of Employee Leaves of Absence: Practical Guidelines for ADA and FMLA Compliance in Light of Recent Legal Developments**

Tysons Corner, VA

November 20, 2013

**Email, Social Media, and Investigations**

Littler Mendelson, McLean, VA

December 12, 2012

**Managing Legal Risk in the Use of Hiring Screening Tools**

Tysons Corner, VA

October 17, 2012

**Hiring, Disciplining, and Firing: A Soup-To-Nuts Review of What You Can and Can't Do Overseas, International Employment Law 2012**

PLI, New York, NY

June 2012

**Implementing Best Practices and Staying Out of Trouble When Hiring and Firing Employees in the [Latin American] Region**

Littler Mendelson, Miami, FL

February 2012

**What's Next? Looking Into the Crystal Ball**

McLean, VA

December 14, 2011

**Best Practices for Cross-Border Employment Agreements**

Global Employer Institute - Littler Mendelson, Washington, D.C.

November 3, 2011

**The Employee From Hell**

McLean, VA

October 19, 2011

**The Great Digital Communication Migration**

McLean, VA

October 21, 2010

**The Great Digital Communication Migration: Understanding the Impact of Social Media, Smartphones and Texting**

2010 Executive Employer® Conference - Littler Mendelson, Phoenix, AZ

April 2010

**Status of the Reform Agenda: Update on Federal Developments in Year One of the Obama Administration**

McLean, VA

December 8, 2009

**Employment Law Tsunami - Riding the Wave in 2009**

18th Annual Employment Law Update - Virginia CLE

2009

**The Gathering Storm**

McLean, VA

December 11, 2008

**Managing Employees in the European Union: Challenges Across E.U. Borders**

Global Employer Forum

April 2008

**Books & Book Chapters**

- Employment Law in Virginia, *Virginia CLE Publications*, FMLA Chapter, 2016
- Employment Law in Virginia, *Virginia CLE Publications*, FMLA Chapter, 2010