



## Kate Mrkonich Wilson

Shareholder

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### Focus Areas

Discrimination and Harassment  
Leaves of Absence and Disability Accommodation  
Hiring, Performance Management and Termination  
Investigations  
Litigation and Trials  
Inclusion, Equity and Diversity  
Workplace Training

### Overview

Kate Mrkonich Wilson has successfully litigated employment discrimination, contract, and tort cases before juries and judges in both federal and state courts across the country. She also has substantial experience with matters referred to alternative dispute resolution. Practicing before federal and state courts and administrative agencies, including the Equal Employment Opportunity Commission and its state counterparts, Kate has specific experience providing litigation defense of claims arising under:

- Title VII of the Civil Rights Act
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Family and Medical Leave Act

She also routinely counsels clients on:

- Reorganizations
- Leaves of absence
- Training
- Best practices

- Investigations
- Compliance
- All other aspects of personnel management

Additionally, Kate contributes to employment law publications and frequently conducts training programs and seminars for all levels of management in various industries. Topics have encompassed:

- Harassment in the workplace
- Properly conducting workplace harassment investigations
- Minimizing legal risks in the workplace
- Managing compliance with ADA, FMLA and other leaves and accommodations
- Managing problem employees
- The proper handling of reductions-in-force

Kate's clients span numerous industries. Kate is currently serving as the Chair of Littler's Board of Directors and as a member of the Women's Leadership Initiative Steering Committee. She was one of the founding shareholders of Littler's Chicago and Minneapolis offices, and formerly served as the office managing shareholder in Minneapolis.

## Professional and Community Affiliations

- Member, Labor and Employment Law Section, American Bar Association
- Member, Board of Directors, Minnesota Boychoir

## Recognition

- Named, The Best Lawyers in America®, 2013, 2015-2024
- Named, Best Lawyers in Minnesota, *Minnesota Monthly Magazine*, 2017
- Named, Top Women Attorneys in Minnesota, *Minneapolis/St. Paul Magazine*, 2016
- Named, Super Lawyer for Employment Litigation, Minnesota, *Super Lawyers*, 2010-2021
- Named, America's Leading Lawyers for Business, *Chambers USA*, 2012-2014

## Education

J.D., University of Michigan Law School, 1989

B.A., University of Notre Dame, 1986, *With High Honors*

## Bar Admissions

Minnesota

Illinois

## Courts

U.S. Supreme Court

U.S. Court of Appeals, 4th Circuit

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 7th Circuit

U.S. Court of Appeals, 8th Circuit

U.S. Court of Appeals, 9th Circuit

## Publications & Press

**Amid DEI backlash, employers say they're 'doubling down' on commitment**

*Human Resource Executive*

January 11, 2024

**Littler's Inclusion, Equity and Diversity C-Suite Survey Report**

*Littler Report*

January 10, 2024

**C-Suite Executives Committed to Inclusion, Equity and Diversity Despite Backlash and Legal Challenges, Littler Survey Finds**

*Littler Press Release*

January 10, 2024

**Many Companies Doubling Down on DEI Despite Backlash**

*Corporate Counsel*

January 10, 2024

**Political backlash, lawsuits fail to deter US firms from diversity goals**

*International Employment Lawyer*

January 10, 2024

**Our office holiday gathering is coming soon and we need some pointers for heading off potentially icy conversations. Do you have any?**

*Littler 2 the Point Video*

December 13, 2022

**Littler Elects Four New Members to 2022 Board of Directors**

*Littler Press Release*

January 31, 2022

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

*Littler Press Release*

August 19, 2021

**Littler Elects Seven New Members to 2021 Board of Directors**

*Littler Press Release*

January 21, 2021

**Can an employer require two calls from an employee to request FMLA leave?**

*Littler 2 the Point Video*

October 27, 2020

**Littler Appoints New Practice and Industry Group Chairs**

*Littler Press Release*

October 14, 2020

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

*Littler Press Release*

August 20, 2020

**Littler Appoints New Chair and Elects Four New Members to 2020 Board of Directors**

*Littler Press Release*

January 28, 2020

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

*Littler Press Release*

August 15, 2019

**Workers' Comp Doesn't Preclude Discrimination Claim**

*Minnesota Lawyer*

April 10, 2019

**Minnesota Supreme Court Reverses Course: Employees May Assert Claims Both for Workers' Compensation Benefits and for Disability Discrimination**

*Littler ASAP*

March 18, 2019

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

*Littler Press Release*

August 15, 2018

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

*Littler Press Release*

August 17, 2017

**Rainmaker Q&A: Littler Mendelson's Kate Mrkonich Wilson**

*Law360*

September 6, 2016

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

*Littler Press Release*

August 16, 2016

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

*Littler Press Release*

August 18, 2015

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

*Littler Press Release*

August 18, 2014

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

*Littler Press Release*

May 23, 2014

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

*Littler Press Release*

August 15, 2013

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

*Littler Press Release*

September 7, 2012

**Workplace harassment: Avoid a 'North Country' situation**

*Central Valley Business Times*

November 8, 2005

**Speaking Engagements**

**New Year, New Us! Resolutions for You and Your Organization**

January 25, 2024

**2023 Midwest Regional Employer Conference**

Minneapolis, MN

November 9, 2023

**2022 Midwest Regional Employer Conference**

Minneapolis, MN

November 3, 2022

**Equity, Diversity, and Inclusion – Global Workplace Policy Development and Implementation: Traps and Challenges for the Unwary**

Littler Executive Employer Conference

May 5, 2022

**Retail Industry Roundtable**

Littler Executive Employer Conference

May 4, 2022

**2021 Upper Midwest Virtual Regional Employer Conference**

Minneapolis, MN

October 20, 2021

**Unleashing Accommodations in the Post-Pandemic Workplace**

June 23, 2021

**Virtual Human Resources – Managing the Remote Workforce**

May 26, 2021

**Employment Law Update 2021**

The 2021 Executive Employer® Conference

May 12, 2021

**Moving Diversity, Equity, and Inclusion Programs Forward**

2021 TCSHRM Legal Summit

February 4, 2021

**Disabilities Accommodations Bootcamp: Mastering the Interactive Process**

Minneapolis, MN

August 22, 2019

**Hot Topics in Employment Law**

Twin Cities Society of Human Resources Management  
February 14, 2019

**ADA Update**

Upper Midwest Employment Law Institute, St. Paul, MN  
May 21, 2018

**Retail Industry Roundtable**

The 2018 Executive Employer® Conference, Phoenix, AZ  
May 2, 2018

**ADA Update**

Upper Midwest Employment Law Institute, St. Paul, MN  
May 22, 2017

**Retail Industry Roundtable**

The 2017 Executive Employer® Conference, Phoenix, AZ  
May 12, 2017

**2017 Employment Law Update**

The 2017 Executive Employer® Conference, Phoenix, AZ  
May 11, 2017

**Answers to 20 of the Biggest Employment Law Questions Facing Employers in 2016**

Southern Minnesota Area Human Resource Association Annual Employment Law Seminar  
September 13, 2016

**FMLA Update**

Upper Midwest Employment Law Institute, St. Paul, MN  
May 23, 2016

**Retail Industry Roundtable**

The 2016 Executive Employer® Conference, Scottsdale, AZ  
May 6, 2016

**2016 Employment Law Update**

The 2016 Executive Employer® Conference, Scottsdale, AZ  
May 5, 2016

**Workplace Equity: Creating a Gender-Neutral Workplace**

May 4, 2016

**Retailers' Response to the Proposed Changes in the DOL Exemption Regulations**

November 19, 2015

**ADA Update**

Upper Midwest Employment Law Institute, St. Paul, MN

May 18, 2015

**2015 Employment Law Update**

Littler, Phoenix, AZ

May 7, 2015

**Federal Agency and Regulatory Update**

Littler Midwest Employer Conference, Minneapolis, MN

November 6, 2014

**Performance Expectations, Discipline, and the Disabled Employee: Overcoming Challenges**

MNACCA In-House Counsel Conference, Minneapolis, MN

June 12, 2014

**Family Responsibility Discrimination: Pregnancy, Caregiver, Marital Status, Sex Discrimination Theories... and More**

Upper Midwest Employment Law Institute, St. Paul, MN

May 19, 2014

**20 More Bothersome Employment Law Questions - From New Law to Tough Everyday Issues**

Upper Midwest Employment Law Institute, St. Paul, MN

May 19, 2014

**2014 Employment Law Update**

Littler, Scottsdale, AZ

May 8, 2014

**Performance Expectations, Discipline and the Medically Challenged Employee**

Littler Midwest Employer Conference, Minneapolis, MN

October 30, 2013

**ADA Litigation Issues**

Upper Midwest Employment Law Institute, St. Paul, MN

May 20, 2013

**2013 Employment Law Update**

Littler, Scottsdale, AZ

May 9, 2013

**Fashioning Your Policies To Meet The Changing Look of Employment Law In 2013**

January 31, 2013

**Managing Mental Health Issues: The Impact Of The ADAAA, W.C. And FMLA**

Littler Mendelson, Minneapolis, MN

October 11, 2012

**20 More Bothersome Employment Law Questions - From New Law to Tough Everyday Issues**

Upper Midwest Employment Law Institute, St. Paul, MN

May 21, 2012

**2012 Employment Law Update**

Littler, Scottsdale, AZ

May 10, 2012

**The Retail Industry Summit**

Littler, Scottsdale, AZ

May 9, 2012

**Pressing Issues Facing Retailers—In the U.S. and Abroad**

New York, NY

February 13, 2012

**Navigating Employee Leave and Accommodations Under the ADAAA and FMLA**

Littler Midwest Employer Conference, Minneapolis, MN

October 4, 2011

**20 More Bothersome Employment Law Questions - From New Law to Tough Everyday Issues**

Upper Midwest Employment Law Institute, St. Paul, MN

May 2011

**Managing Leaves of Absence**

Minneapolis, MN

March 5, 2009

**Kate Wilson and Stephanie Sarantopoulos to Present at Management Seminar hosted by Hospitality Minnesota**

St. Paul, MN

April 19, 2007