



Katelyn W. McCombs

Associate

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Overview

Katelyn W. McCombs counsels and represents employers in a broad range of employment law matters before federal and state courts, administrative tribunals such as the Equal Employment Opportunity Commission, and other state and local agencies. She defends employers in both single-plaintiff and class action employment disputes, including:

- Wage and hour matters, such as employee misclassification disputes, off-the-clock work, and meal/rest break violations
- Discrimination, harassment and retaliation litigation
- Nationwide class and collective action defense

Katelyn also regularly provides advice and counseling to clients, including developing and drafting employee handbooks and personnel policies.

Katelyn has focused her career on representing companies with their litigation and counseling needs. She has experience litigating cases through summary judgment, in arbitration, and on appeal. Katelyn has defended both single plaintiff cases and class and collective actions. Her experience working with a broad range of national, regional, and local employers has also given her important insight into various industries, understanding into specific issues faced by employers, and how to navigate such issues. She has experience advising employers of all sizes on their handbook policies in an effort to help them avoid litigation.

Prior to joining Littler, Katelyn was a litigation associate at a regional defense firm. While in law school, she was as a teaching assistant for the Legal Analysis, Writing, and Research class and the Microtrade Development Clinic. She also served as an extern for the U.S. Department of Veterans Affairs and the Forsyth County District Attorney's Office.

Professional and Community Affiliations

- Vice Chair, PUMP Board of Directors

- Member, Emerging Leaders Advisory Committee, Western Pennsylvania Conservancy

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-2024
- Recipient, CALI Award for the Future Award, Litigation Externship Clinic, *Wake Forest University School of Law*

Education

J.D., Wake Forest University School of Law, 2015

B.A., Campbell University, 2012, *summa cum laude*

Bar Admissions

Pennsylvania

North Carolina

Courts

U.S. Court of Appeals, 3rd Circuit

U.S. Court of Appeals, 4th Circuit

U.S. District Court, Eastern District of Pennsylvania

U.S. District Court, Middle District of Pennsylvania

U.S. District Court, Western District of Pennsylvania

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

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

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

Publications & Press

Employer Takeaways From 2nd Circ. Equal Pay Ruling

Law360

November 14, 2023

Second Circuit Holds EPA “Factor Other Than Sex” Affirmative Defense Need Not Be Job-Related

LexisNexis Practical Guidance

October 31, 2023

Second Circuit Holds EPA “Factor Other Than Sex” Affirmative Defense Need Not Be Job-Related

Little Insight

October 25, 2023

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

Littler Press Release

August 19, 2021

DOL Ends Payroll Audit Independent Determination (PAID) Program for Employers

Littler ASAP

February 1, 2021

DOL Addresses Independent Contractor Status of Tractor-Trailer Drivers under FLSA in Final Flurry of Opinion Letters

Littler ASAP

January 20, 2021

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

Littler Press Release

August 20, 2020

Speaking Engagements

When Every Day is "Blursday" - Wage and Hour Compliance for a Remote Workforce

September 2, 2021

Issues Generated by Artificial Intelligence in the Workplace

Western Pennsylvania Association of Corporate Counsel (ACC)

March 3, 2020

2019 Employment Law Update: Recent Developments and What's Coming Next

Pittsburgh, PA

April 25, 2019

How to Handle the DOL's New Overtime Labor Regulations

North Carolina Craft Brewers Guild Annual Conference, Winston-Salem, NC

November 3, 2016