



## **Kimberly J. Gost**

Littler CaseSmart Counsel

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## **Focus Areas**

Littler CaseSmart

## **Overview**

As a member of the Littler CaseSmart – Charges™ team and based in New Jersey, Kimberly J. Gost is responsible for handling charges from investigation to conclusion. She works on client-dedicated service teams, specializing in handling administrative agency charges. She investigates charge allegations, reviews pertinent documents, interviews key witnesses, and provides clients an assessment of the risks associated with the charge. In partnership with the client, she defends the charge by drafting persuasive position statements and responses to the agency's requests for information.

Previously, she concentrated her litigation practice on representing employers before federal and state courts and agencies. Kimberly's experience spanned a full spectrum of employment law and employee benefits litigation in both the class action and single plaintiff contexts, including:

- Wage and hour
- Harassment
- Discrimination
- Retaliation
- Pay equity
- Wrongful denial of benefits
- Fiduciary breach
- Wrongful termination claims

In addition, Kimberly counseled clients on employment, personnel and human resources concerns in the workplace, such as:

- Pay equity
- Hiring and discharge matters
- Reductions-in-force

- Wage and hour compliance
- Family and medical leave issues
- Disability accommodations
- Affirmative action obligations (including the preparation of affirmative action plans)
- WARN Act obligations

Kimberly also spoke at various professional seminars on topics ranging from wage and hour litigation to ERISA litigation, and taught a course on employment discrimination as an adjunct professor at the Rutgers University School of Law.

## Recognition

- Named, The Best Lawyers in America®, 2019-2021

## Education

J.D., Rutgers School of Law

B.A., University of Virginia

## Bar Admissions

New Jersey

## Publications & Press

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

*Littler Press Release*

August 20, 2020

### **New Pennsylvania COVID-19 Grant Program Helps Employers Provide Hazard Pay to Employees in Life-Sustaining Occupations**

*Littler ASAP*

July 23, 2020

### **California Federal Court Grants USSF's Summary Judgment Motion in Women's Soccer Equal Pay Act Case**

*Littler ASAP*

May 19, 2020

### **Third Circuit Lifts Preliminary Injunction and Green Lights Philadelphia's Salary History Ordinance**

*Littler ASAP*

February 11, 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

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

*Littler Press Release*

August 15, 2018

**Christopher v. SmithKline Beecham: Supreme Court Holds Pharmaceutical Sales Reps Are Exempt Outside Sales Employees**

*Littler ASAP*

June 18, 2012

**Sales Reps v. Pharma: The Overtime Issue**

*Pharmaceutical Executive*

April 25, 2012

**Sheff v. O'Neill: Connecticut Supreme Court Answers the Call of State Constitutionalism and Holds the State Legislature Responsible for Remedying De Facto Segregation**

*28 Rut.-Cam. L.J. 916*

1997

## **Speaking Engagements**

**Federal Contractor Roundtable**

2019 Littler Executive Employer Conference, Phoenix, AZ

May 8, 2019

**Pay Equity Compliance: Advising Your C-Suite and Safeguarding Your Company**

Philadelphia, PA

June 19, 2018

**Managing Employees: Do's and Don'ts at Critical Phases of Employment**

Philadelphia, PA

April 25, 2017

**Roundtable Discussion: Best Practices for Effective Communication and Collaboration Among HR, Legal and the Business People**

Philadelphia, PA

October 18, 2016

**Ethical Issues for In-House Counsel: “What Do You Mean It’s Not Privileged?”**

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 6, 2016

**Confidentiality and Attorney-Client Privilege Issues When Conducting Internal Investigations and Audits**

Philadelphia, PA

October 22, 2015

**DOL’s Proposed Changes to the White Collar Regulations: What Should Employers Do Now?**

Philadelphia, PA

July 21, 2015

**DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?**

Philadelphia, PA

July 14, 2015

**Who's an Employee? Independent Contractors, Interns, Volunteers, and Intra-Corporate Transfers**

Philadelphia, PA

September 25, 2013

**Class Action Summit**

Rancho Palos Verdes, CA

September 23, 2010