

Kristy L. Peters

Office Managing Shareholder

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Focus Areas

Unfair Competition and Trade Secrets
Discrimination and Harassment
Whistleblowing, Compliance and Investigations
Policies, Procedures and Handbooks

Overview

Kristy L. Peters represents and counsels employers regarding all types of labor and employment matters arising under federal and state laws, including:

- Discrimination issues
- Unfair competition
- Trade secrets
- Restrictive covenants
- The Legal Arizona Workers Act
- Title VII of the Civil Rights Act
- The Family and Medical Leave Act
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Uniform Trade Secrets Act
- Arizona Medical Marijuana Act

Kristy litigates matters in both federal and state court, including wrongful termination claims, discrimination and harassment claims, and trade secrets and unfair competition claims. She regularly appears in front of the EEOC in the investigation, mediation, and conciliation process. Kristy also drafts employment agreements and restrictive covenants, drafts employer policies and handbooks, conducts employee training and advises on workplace issues.

Some of Kristy's notable decisions include the following:

- Obtained a temporary restraining order against a former employee and her new employer for violation of a non-solicitation agreement and misappropriation of trade secrets
- Prevailed on summary judgment in multiple cases with former employees alleging discrimination
- Obtained adverse inference in trade secret case based on destruction of evidence, leading to favorable settlement for client
- Prevailed on summary judgment against former employee alleging wrongful termination under the Arizona Employment Protection Act and defamation
- Summary judgment affirmed by the Ninth Circuit in multiple cases alleging discrimination as well as violation of other state and federal laws

In law school, Kristy was articles editor for the *Minnesota Journal of Law, Science & Technology* and in college she was a sports writer for *The Daily Cardinal*.

Kristy serves on the Steering Committee of Littler's Women's Leadership Initiative. She also is the Associate Committee Liaison for the Phoenix Office. Additionally, Kristy leads Littler's participation in the Diversity Legal Writing Program through the State Bar of Arizona.

**Not licensed to practice in New Mexico. Acting only in the capacity of a management role.*

Professional and Community Affiliations

- Lawyer Representative, 9th Circuit, U.S. District Court, District of Arizona, October 2018-August 2021
- Immediate Past President, former Vice President, former Treasurer and former Secretary, Federal Bar Association, Phoenix Chapter, 2013-present
- Member, Arizona Women Lawyer's Association
- Member, Law and Legislative Action Committee, SHRM of Greater Phoenix (SHRMGP)
- Member, Society of Human Resource Management
- Member, Board of Directors, Phoenix ToolBank, 2016-present
- Board Member, Arizona Human Resources Executive Forum, January 2019-present
- Member, CLE Committee, Labor and Employment Law Section, State Bar of Arizona, 2014-2017
- Member, Executive Council, Young Lawyers Division, State Bar of Arizona, 2006 - 2011
- Member, Board of Directors, Arizona Center for the Blind and Visually Impaired, 2009-2011

Recognition

- Named, The Best Lawyers in America®, 2018-2025
- Named, Lawyer of the Year, Employment Law - Management, Phoenix, *The Best Lawyers in America*®, 2022
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*

- Named, Top 100 Lawyers in Arizona, *AZ Big Media*, 2021-2022, 2024
- Named, Arizona Business Leaders, Employment and Labor Relations, *Az Business Magazine*, 2020, 2023
- Ranked, Labor & Employment, *Chambers USA*, 2022-2024
- Named, 40 Under 40, *Phoenix Business Journal*, 2020
- Named, 50 Most Influential Women in Arizona Business, *Az Business Magazine*, 2019
- Named, Rising Star, Arizona Southwest, *Super Lawyers*, 2014-2019
- Recipient, Client Choice Award, *International Law Office*, 2019

Education

J.D., University of Minnesota Law School, 2006, *cum laude*

B.B.A., University of Wisconsin, 2003, *With Distinction*

Bar Admissions

Arizona

Colorado

Courts

U.S. Supreme Court

U.S. Court of Appeals, 9th Circuit

U.S. District Court, District of Arizona

Publications & Press

Legal-Ease: Your Lawyer as Your Business Consultant

Greater Phoenix In Business Magazine

June 24, 2024

Littler Ranked in 2024 Chambers USA Guide

Littler Press Release

June 6, 2024

Legal-Ease: Your Lawyer as Your Business Consultant – A Labor & Employment Perspective

InBusiness Phoenix

June 3, 2024

Littler Recognized in 2023 Chambers USA Guide

Littler Press Release

June 6, 2023

Littler Ranked in Chambers USA Guide 2022

Littler Press Release

June 1, 2022

Annual Report on EEOC Developments – Fiscal Year 2021

Littler Report

April 26, 2022

Littler Appoints Kristy Peters and Andrea Lovell to Lead the Firm’s Phoenix Office

Littler Press Release

February 1, 2022

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

Littler Press Release

August 19, 2021

Annual Report on EEOC Developments – Fiscal Year 2020

Littler Report

March 1, 2021

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

Littler Press Release

August 20, 2020

40 Under 40 2020: Kristy Peters, Littler Mendelson

Phoenix Business Journal

August 6, 2020

Annual Report on EEOC Developments – Fiscal Year 2019

Littler Report

March 5, 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

Littler's Kristy L. Peters Has Been Named Among the 50 Most Influential Women in Arizona by AzBusiness Magazine

Littler Press Release

August 8, 2019

As Judicial Ranks Stagnate, 'Desperation' Hits The Bench

Law360

March 19, 2019

Three Littler Attorneys Honored with 2019 Client Choice Award

Littler Press Release

February 14, 2019

Littler Appoints New Co-Chairs for Women's Leadership Initiative

Littler Press Release

February 8, 2019

Annual Report on EEOC Developments – Fiscal Year 2018

Littler Report

January 28, 2019

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

Littler Press Release

August 15, 2018

Ask the Legal Expert: Can I immediately fire a manager based on sexual harassment allegations?

Phoenix Business Journal

April 2018

Annual Report on EEOC Developments — Fiscal Year 2017

Littler Report

February 27, 2018

Ask the Legal Expert: My employee's intermittent Family and Medical Leave Act (FMLA) absences only occur on Mondays and Fridays so I suspect FMLA abuse. What can I do?

Phoenix Business Journal

September 2017

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

Littler Press Release

August 17, 2017

Annual Report on EEOC Developments – Fiscal Year 2016

Littler Report

February 27, 2017

Ask the Legal Expert: How does the Defend Trade Secrets Act of 2016 (DTSA) protect my company's trade secrets and what should I do to take advantage of the protections?

Phoenix Business Journal

May 2016

Annual Report on EEOC Developments – Fiscal Year 2015

Littler Report

January 12, 2016

Littler Elevates 15 Attorneys to Shareholder

Littler Press Release

January 4, 2016

Supreme Court Confirms EEOC Conciliation Efforts are Subject to Judicial Review

Littler Insight

April 30, 2015

NLRB Lawyer dishes out common employer handbook mistakes

The Record Reporter

April 20, 2015

Annual Report on EEOC Developments - Fiscal Year 2014

Littler Report

January 5, 2015

Arizona Supreme Court Holds the Arizona Uniform Trade Secrets Act Does Not Preempt Tort Claims Based on Misappropriation of Confidential Information

Littler Insight

December 16, 2014

Paying Unused Vacation to Arizona Employees

Phoenix Business Journal

November 2014

The Ninth Circuit Holds Section 303 of the Labor Management Relations Act Does Not Completely Preempt State Law Claims That May Constitute Secondary Boycott Activity

Record Reporter

October 2014

Personnel Files Access to Arizona Employers

Phoenix Business Journal

September 2014

Supreme Court Agrees to Consider Controversial Conciliation Case

Littler ASAP

June 30, 2014

Annual Report on EEOC Developments - Fiscal Year 2013

Littler Report

January 22, 2014

Seventh Circuit Holds Failure to Conciliate is Not a Defense Available to Employers in Litigation with the EEOC

Littler Insight

December 30, 2013

Arizona Court of Appeals Decision Will Cause Employers to Reevaluate Restrictive Covenants Contained in Employment Agreements

Littler ASAP

November 8, 2013

Annual Report on EEOC Developments – Fiscal Year 2012

Littler Report

January 8, 2013

Arizona's Highest Court Refuses to Find Employer Vicariously Liable for Employee's Business Trip Car Accident

Littler Insight

July 16, 2012

Arizona Medical Marijuana Law Update: State Files Lawsuit to Clarify Obligations Under the Act, and the Drug Testing Modifications Go Into Effect

Littler Insight

July 19, 2011

Arizona Legislature Helps Clear the Haze for Employers Dealing with the Arizona Medical Marijuana Law

Littler Insight

May 2, 2011

Regional Challenges: Southwest--May 2011

PEO Insider

May 2011

Modified Excel Spreadsheet Is Not a Trade Secret Under Arizona Law

Littler ASAP

April 14, 2011

Yes We Can[nabis]!: Voters Approve the Arizona Medical Marijuana Act

Littler Insight

November 24, 2010

Arizona Court of Appeals Rules Against Company in Breach of Fiduciary Duty/Unfair Competition Case Against Former Vice President

Littler Insight

June 10, 2010

Speaking Engagements

2024 Arizona Regional Employer Conference

Phoenix, AZ

October 30, 2024

2023 Arizona Regional Employer Conference

Phoenix, AZ

November 1, 2023

2022 Arizona Regional Employer Conference

Phoenix, AZ

October 13, 2022

2021 Arizona Virtual Regional Employer Conference

Phoenix, AZ

October 12, 2021

Protecting Confidential Information and Customers Through the Use of Restrictive Covenant Agreements

Phoenix, AZ

September 29, 2021

Littler's Annual Report on the EEOC: A Practical Primer on Organizational, Procedural and Case Developments

April 14, 2021

2021 Workplace Safety and Employment Update

Arizona HR Executive Forum (AZHREF)

February 17, 2021

Education at Home and the Impacts on Women in the Workplace

Arizona Human Resources Executive Forum
November 17, 2020

Arizona Virtual Employer

October 20, 2020

COVID-19 Guidance for Employers: Part II, Preparing for the Coming Wave of Legal Claims

Phoenix, AZ
May 21, 2020

COVID-19 Guidance for Employers: Part I, Updates and Practical Tips

May 14, 2020

Littler's Annual Report on the EEOC: A Practical Primer On Organizational, Procedural, and Case Developments

March 10, 2020

Mastering the Complicated Ones: Examining HR Scenarios Involving Difficult Decisions and Legal Risks

Littler Arizona Employer Conference, Phoenix, AZ
October 10, 2019

Employment Law Update - Keynote

Arizona SHRM State Conference
August 30, 2019

The EEOC: Where We've Been and What's on the Horizon

Employment Law Update, 2019 AZ SHRM State Conference
August 30, 2019

Scrutinizing Sexual harassment: How The HR Professional Becomes The First Responder and the First Line of Defense - Keynote

Arizona SHRM State Conference
August 27, 2019

Ethical Issues – Can they Really Do That?

Association of Corporate Counsel (ACC)
June 18, 2019

The Interactive Process Under the ADA – Practical Tips

EEOC Phoenix Seminar
June 12, 2019

Littler's Annual Report on the EEOC: Where We've Been and What's on the Horizon

February 22, 2019

Littler's Annual Report on the EEOC: Where We've Been and What's on the Horizon

February 19, 2019

Accommodating Service Animals – Keynote; Me-Too and Gender Pay Disparity

2019 Arizona SHRM Employment Law & Legislative Conference

January 25, 2019

Employment Law Update - Keynote

Arizona SHRM State Conference

August 31, 2018

What Do You Mean It Isn't Privileged

Association of Corporate Counsel (ACC)

May 15, 2018

Littler's Annual Report on the EEOC: Where We've Been and What's on the Horizon

February 28, 2018

Implicit Bias in the Workplace

2017 Littler Arizona Employer Conference

October 17, 2017

Employment Law Update - Keynote

Arizona SHRM State Conference

September 1, 2017

Defend Trade Secrets Act

Littler Arizona Employer Conference, Phoenix, AZ

October 25, 2016

Trade Secrets Finally Get Federal Law Protection

State Bar of Arizona – Defend Trade Secrets Act, Phoenix, AZ

May 23, 2016

Drug Testing and Medical Marijuana

Nineteenth Annual Public Practice Legal Seminar/HR Summit, Prescott, AZ

May 13, 2016

Employee Documentation and Evaluation Tools

Arizona SHRM GP Presentation, Phoenix, AZ
April 11, 2016

Law and Legislative Update Panel

SHRMGP West Valley Breakfast, Glendale, AZ
January 28, 2016

You Can't Make Me Come To Work: Case Studies Under the ADA, Reasonable Accommodation and Protected Leaves of Absence

Arizona SHRM 2015 State Conference, Phoenix, AZ
August 27, 2015

Past, Present, & Future of Employment & Labor Law: Lessons Learned, Critical New Developments & Future Challenges - The 2015 Employment Law Update

Central Arizona Human Resource Management Association Monthly Meeting, Casa Grande, AZ
August 12, 2015

Top Employment Issues Faced by In-House Counsel

State Bar of Phoenix, Phoenix, AZ
November 5, 2014

The 2014 Arizona Employer Conference

Phoenix, AZ
October 2, 2014

Employee Document Essentials – What to Keep, What to Trash and What Could Land Your Business in the Courtroom

SHRM of Greater Phoenix, University Club, Phoenix, AZ
September 23, 2014

Defending Title VII Litigation: Rethinking Strategies After Recent Employee-Friendly Federal Court Rulings

Strafford National Webinar
June 18, 2014

Let the Whistle Blow: Understanding and Responding to Retaliation Claims

State Council Law & Legislative Conference - Arizona SHRM, Phoenix, AZ
February 2014

Employment Law Update

Organization for Nonprofit Executives (ONE), Phoenix, AZ
November 30, 2012

Employment Law Update

Central Arizona Human Resource Management Association, Casa Grande, AZ
November 14, 2012

Employer Obligations Under The Arizona Medical Marijuana Act

Northwest Arizona Human Resource Association, Kingman, AZ
November 9, 2012

Three Legal Stumbles to Avoid in Your Small Business

Annual Conference - Arizona SHRM
August 2012

3rd Annual Public Sector Employment Law Update

Phoenix, AZ
May 23, 2012

Conducting Workplace Investigations

Legislative Action Committee - Valley of the Sun Human Resources Association
May 2012

Employment Law Update

Central Arizona Human Resource Management Association
November 2011

Employment Law Update

Organization for Nonprofit Executives (ONE), Phoenix, AZ
November 2011

Public Employer, Employment Law Update

Annual Conference - Arizona SHRM
August 2011

Healthcare Reform and Medical Marijuana

Central Arizona Human Resource Management Association
April 2011

Annual Public Sector Employment Law Update

February 2011

Employment Law Update

Central Arizona Human Resource Management Association
November 2010

Top Ten Human Resources Mistakes

October 2010

Lock It Up: Protecting Your Trade Secrets and Preventing Unfair Competition

Better Business Bureau Legal Services
October 2008