



Lehoan (Hahn) Pham

Associate

1300 IDS Center
80 South Eighth Street
Minneapolis, MN 55402
main: (612) 630-1000
direct: (612) 486-2016
fax: (612) 630-9626
hpham@littler.com



Focus Areas

Litigation and Trials
Arbitration
Discrimination and Harassment
Occupational Safety and Health
Unfair Competition and Trade Secrets
ERISA and Benefit Plan Litigation
Financial Services

Overview

Lehoan (Hahn) Pham is an experienced litigator who uses his litigation knowledge to counsel employers through all phases of litigation.

As a litigator, Hahn concentrates in various employment matters, including:

- Guiding employers through employee benefits disputes, with a focus on defending employers in federal court on claims of wrongful discontinuance and prosecuting reimbursement claims in various courts
- Representing employers throughout FINRA arbitrations and routinely answering employers' questions about the technical nature of the FINRA Industry Code
- Defending employers before various OSHA tribunals, with a focus on representing employers in the construction industry
- Prosecuting unfair competition and trade secret claims
- Defending employers against claims under the Minnesota Human Rights Act, ADA, Title VII, and FMLA

Hahn has a keen eye towards the appropriate dispute resolution, whether that be mediation, arbitration, or trial. Hahn's trial experience specifically includes being first-chair in a bench trial concerning allegations of fraud and second-chair in a jury trial concerning purported violations of the Minnesota Human Rights Act.

Recognition

- Named, Rising Star, *Super Lawyers*, 2022-2024

Education

J.D., University of Minnesota Law School, 2015

B.A., University of Minnesota, Twin Cities, 2012

Bar Admissions

Minnesota

Courts

U.S. Court of Appeals, 8th Circuit

U.S. District Court, District of Minnesota

Languages

Vietnamese

Publications & Press

Little Attorneys Participating in 2023 Diversity Leadership Programs

Little Press Release

April 17, 2023

A Food Labeling Fight and Its Ripple Effects

Minnesota State Bar Association

May 2015

Speaking Engagements

2023 Midwest Regional Employer Conference

Minneapolis, MN

November 9, 2023

Navigating Minnesota's New Noncompete Ban and FTC's Proposed Rule

June 8, 2023