

## Lori A. Brown

Office Managing Shareholder  
Strategic Adviser, ComplianceHR

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## Overview

Lori A. Brown is the office managing shareholder at Littler's Miami office and has extensive experience defending management in all aspects of employment law, including:

- Sexual harassment
- All other forms of unlawful discrimination
- Individual and collective claims brought under the Fair Labor Standards Act

A considerable part of Lori's practice is devoted to counseling employers on a daily basis on how best to deal with difficult employees and other time sensitive personnel matters. The advice she provides balances the reality of business with the need to ensure compliance with constantly evolving federal and state, employment and labor laws. She also lectures on myriad employment-related topics and regularly counsels and trains employers regarding employment law issues.

In instances where litigation cannot be avoided, Lori has a proven jury trial record, obtaining defense verdicts in each federal district of Florida and various state courts. She has served as lead counsel for several leading retailers over the past five years in single and multi-plaintiff matters. She also:

- Secured a complete defense verdict in a race discrimination case brought by two former retail store managers
- Obtained a complete defense verdict against Family and Medical Leave Act and retaliation claims brought by a 19-year employee against a worldwide provider of office equipment and machines
- Won a direct verdict in favor of a national advertising company against claims brought under the Americans with Disabilities Act for carpal tunnel syndrome

Other notable litigation successes include winning a summary judgment on behalf of one of the nation's oldest and largest retailers against age discrimination claims brought by a store manager of 35 years, a defense award against gender discrimination claims brought by a senior female executive of a national mortgage lender, and a summary

judgment in a whistleblower case on behalf of a health care service provider that prevented the plaintiff from presenting his multi million-dollar demand to the jury.

Before joining Littler, she was a partner at a major law firm, where she co-chaired the firm's labor and employment practice. At another firm, she served as an of-counsel, where she specialized in labor and employment law.

## Professional and Community Affiliations

- Member, Florida Bar Association - Labor and Employment Section
- Member, Academy of Florida Management Attorneys
- Member, Make-A-Wish Foundation South Florida Chapter

## Recognition

- Awarded, *Martindale-Hubbell AV Peer Review Rating*
- Named, *National Association of Professional & Executive Women Honors Registry for "Women of Excellence"*, 2008-2009
- Named, *South Florida Legal Guide Top Lawyers*, 2007-2011
- Named, *Florida Trend Legal Elite*, 2005-2006

## Education

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

B.A., Stetson University, 1987

## Bar Admissions

Florida

## Publications & Press

### **Lori Brown Rejoins Littler; ComplianceHR Names Kimball Norup CEO**

*Littler Press Release*

May 17, 2021

### **Florida's Minimum Wage Takes Effect May 2, 2005**

*Littler Insight*

April 25, 2005

## Speaking Engagements

**Navigating Difficult FMLA and ADA Issues in the Middle of a Pandemic - Second Session**

June 22, 2021

**5 Pro Tips for Making the Overtime Call: Exempt or Non-Exempt**

April 23, 2021

**Navigating Difficult FMLA and ADA Issues in the Middle of a Pandemic**

March 16, 2021

**The Biden Administration: Overtime, Independent Contracting and the Certainty of Change for Employers**

February 23, 2021

**The Biden Administration: Overtime, Independent Contracting and the Certainty of Change for Employers**

February 9, 2021

**Working on Overtime: What to Expect in 2018**

December 14, 2017