

## Meredith L. Schramm-Strosser

Shareholder

815 Connecticut Avenue NW  
Suite 400  
Washington, DC 20006  
main: (202) 842-3400  
direct: (202) 772-2531  
fax: (202) 842-0011  
mschramm-strosser@littler.com



---

### Overview

Meredith L. Schramm-Strosser is a candid counselor and ardent litigator for businesses of all sizes, both national and local, in the areas of employment law that impact businesses on a day-to-day basis. Meredith sees her role, first and foremost, as a counselor whose job is to partner with her clients to form creative, yet effective, strategies to their legal challenges which benefit their bottom line and workforce, as opposed to being a costly hindrance. She also knows that a one-size-fits all approach will not work, and Meredith takes substantial time to understand the industry pressures and unique cultures of each of her clients to ensure individualized results.

Should a business find itself faced with legal action, Meredith's clients benefit from her experience as a seasoned and savvy litigator who will zealously, but pragmatically, represent their interests until the end. On a day-to-day basis, Meredith represents clients in state and federal courts in the District of Columbia, Maryland, and Virginia at the trial and appellate levels, as well as in arbitrations before the AAA and JAMS. She also frequently appears on behalf of her clients before administrative bodies such as the Equal Employment Opportunity Commission, the Department of Labor, as well as their state and local counterparts. Meredith successfully represents clients in matters involving restrictive covenant agreements and contract disputes, whistleblower claims, discrimination claims, wage/hour and compensation disputes, among many others.

Meredith started her career representing individual employees, both in the employment and whistleblower context. This experience gives Meredith unique insight into how to prevent, approach, and resolve employment issues in an effective manner.

### Professional and Community Affiliations

- Member, District of Columbia Bar
- Member, Maryland State Bar Association

- Member, Virginia Bar Association

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2022-2025

## Education

J.D., George Mason University School of Law, 2012, *cum laude*

B.A., Franklin & Marshall College, 2007, *magna cum laude*, *Phi Beta Kappa*

## Bar Admissions

District of Columbia

Maryland

Virginia

## Courts

U.S. District Court, District of Columbia

U.S. District Court, District of Maryland

U.S. District Court, Eastern District of Virginia

U.S. District Court, Western District of Virginia

U.S. Court of Appeals, District of Columbia

U.S. Court of Appeals, 4th Circuit

U.S. Court of Appeals, 6th Circuit

## Languages

French

## Publications & Press

### **SCOTUS: Retaliatory Intent Not an Element of SOX Retaliation Claim**

*Littler Insight*

February 13, 2024

### **Littler Elevates 26 Attorneys to Shareholder to Kick Off the New Year**

*Littler Press Release*

January 2, 2024

**When Will a Settlement Agreement Preclude a False Claims Act Action?**

*Littler ASAP*

August 25, 2023

**Supreme Court Determines When the U.S. Government May Dismiss an FCA Action Over a Relator's Objection**

*Littler Insight*

July 11, 2023

**Littler On: Whistleblowing & Retaliation**

*contributing author*

2022

**Best Lawyers in America® 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

**The not-so-innocuous side of inoculations — assessing whistleblower risks when requiring COVID-19 vaccines for your employees**

*Reuters Legal*

June 9, 2021

**Maryland Enacts Mandatory WARN Act Obligations for Even Small Job Actions**

*SHRM Online*

May 21, 2020

**Maryland Enacts Mandatory WARN Act Obligations for Even Small Job Actions**

*Littler ASAP*

May 12, 2020

**Key Legislation Emerging from Maryland and Local Ordinances to Remember**

*Littler Insight*

May 12, 2020

**Virginia Enacts New Legislation Offering Additional Protection to Workers**

*Littler Insight*

April 16, 2020

**Littler's WPI Labor Day Report 2018**

*Littler WPI Report*

August 30, 2018

**DOL Issues New Information on its PAID Self-Audit and Self-Reporting Program**

*Littler ASAP*

April 20, 2018

**DOL Launches Payroll Audit Independent Determination (PAID) Program to Promote Self-Reporting and Early Resolution of Wage and Hour Claims**

*Littler ASAP*

March 7, 2018

**The Fair Pay and Safe Workplaces Executive Order: The Final Rules, Implementation and Compliance**

*Westlaw Journal Government Contract*

October 24, 2016

**Littler Expands Washington, D.C. Office with Four New Attorneys**

*Littler Press Release*

October 7, 2016

**Taking a Closer Look at the New Federal Contractor "Blacklisting" Obligations**

*Littler Insight*

September 1, 2016

## **Speaking Engagements**

**2023 Mid-Atlantic Regional Employer Conference**

Washington, DC

June 16, 2023

**Ask a Littler Attorney: Insights on What 2022 Has in Store for Your Workplace**

February 23, 2022

**2021 Mid-Atlantic Virtual Employer Conference**

September 9, 2021

**Is Your Artificial Intelligence Breaking the Law?**

Changing Currents in Employment Law CLE, Washington, D.C. Bar Association

October 29, 2019

**What's Yours is Mine, and What's Mine is Mine: The Latest on Protecting Company Trade Secrets, Non-Competes, No Poaching Agreements and Other Protections**

2018 Mid-Atlantic Employer Conference, Washington, D.C.

June 5, 2018

**Negotiations I & Legal Clinic**

10,000 Small Businesses Baltimore Cohort 4 Legal Clinic, Johns Hopkins University  
May 24, 2018

**Whistleblowing/Retaliation**

2017 Mid-Atlantic Employer Conference, Washington, D.C.  
June 6, 2017