



## Michelle L. DiCuollo

Shareholder

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### Focus Areas

Discrimination and Harassment  
Wage and Hour  
Unfair Competition and Trade Secrets  
Whistleblowing and Retaliation  
Litigation and Trials

### Overview

Michelle L. DiCuollo represents and advises employers on a wide variety of employment matters, including claims based on age, race, color, national origin, and sexual discrimination, harassment, retaliation, and wage and hour issues. She defends clients in employment-related disputes before federal and state courts, the Equal Employment Opportunity Commission, the Colorado Civil Rights Division, and the Human Rights Bureau. Michelle's recent trial experience includes two federal court jury trials, a federal court bench trial, a state court jury trial, and numerous arbitrations in Colorado and Montana, all of which concluded favorably for Littler's clients.

Michelle is a member of the Women's Leadership Initiative (WLI) Steering Committee, Littler's Career Advocacy Program, and the Reunion affinity group for Littler's Latinx attorneys.

Prior to joining Littler, she practiced commercial litigation in New York City, Denver, Colorado, and Albuquerque, New Mexico.

Michelle embraces every opportunity to work closely with her clients to ensure legal issues are resolved promptly and successfully.

## Professional and Community Affiliations

- Participant, Colorado General Counsel Group Advisory Program
- Mentor, City Year

## Education

J.D., University of Michigan Law School, 2008, *cum laude*

B.A., Rice University, 2002, *cum laude*

## Bar Admissions

Colorado

New York

New Mexico

Montana

## Courts

U.S. District Court, District of Colorado

U.S. District Court, District of Montana

## Publications & Press

### **How I Made Partner: Littler Mendelson's Michelle Lynn DiCuollo**

*Law.com*

May 1, 2020

### **Labor and Employment Issues Facing the Healthcare Industry**

*Littler Report*

July 11, 2019

### **Annual Report on EEOC Developments – Fiscal Year 2018**

*Littler Report*

January 28, 2019

### **Littler Elevates 28 Attorneys**

*Littler Press Release*

January 2, 2019

**Fifth Circuit Opines on when Claims may be Properly Maintained under ERISA § 502(a)(1)(B) Versus § 502(a)(3)**

*Littler Insight*

November 8, 2018

**Seventh Circuit Opines on "Reasonable Factor Other Than Age" Defense to ADEA Claim Stemming from Benefit Plan Elimination**

*Littler Insight*

September 26, 2018

**Annual Report on EEOC Developments — Fiscal Year 2017**

*Littler Report*

February 27, 2018

**The Montana Supreme Court Issues a Favorable Opinion for Employers of Seasonal Employees in “For Good Cause” State**

*Littler Insight*

December 1, 2017

**Annual Report on EEOC Developments – Fiscal Year 2016**

*Littler Report*

February 27, 2017

**Courts Differ on Subpoena Power of Arbitrators Over Non-Parties**

*New York Law Journal*

March 25, 2009

## **Speaking Engagements**

**2020 Rocky Mountain Virtual Employer**

November 18, 2020

**Navigating Novel Employment Issues: What You Need To Know In 2020**

General Counsel Conference

September 16, 2020

**Insights From Colorado: The Post-COVID-19 Workplace: Session 1: Litigation in the Post-COVID-19 World**

Littler Webinar

May 28, 2020

**From #MeToo to #WhatToDo? Time to Reboot Your Harassment Training and Investigation Protocols**

Rocky Mountain Employer Conference

September 21, 2018

**How to Handle Political and Social Commentary - Off Duty and On Duty - in the Current Climate**

2017 Littler Rocky Mountain Employer Conference

October 3, 2017

**Age Discrimination: Best Claims/Defenses**

2015 National CLE Conference

January 2015

**The Limits of Work Time: What is Compensable Time?**

Rocky Mountain Employer Conference

September 21, 2016

**Blurred Lines in the Workplace: Drawing the Lines Between Work and Your Personal Life**

October 7, 2015