

## Nathan Prihoda

Of Counsel

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## Focus Areas

Discrimination and Harassment  
Investigations  
Policies, Procedures and Handbooks  
Wage and Hour  
Leaves of Absence and Disability Accommodation  
Litigation and Trials

## Overview

Nathan Prihoda devotes his practice to advising and representing employers in a variety of employment matters, including claims arising under Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Texas Commission on Human Rights Act, the Fair Labor Standards Act (FLSA), and the Family and Medical Leave Act (FMLA). Nathan's practice also includes providing advice and counsel to a range of companies, from small businesses to large, multinational corporations, on issues that include employee performance management, discipline, terminations, discrimination and harassment concerns, and similar topics.

Additionally, Nathan is experienced in all stages of litigation, including preparation of pleadings, drafting and arguing nondispositive and dispositive motions, discovery and ediscovery, and trial and appeals. Nathan has also represented life, health and disability insurers in litigation matters throughout Texas in state and federal courts, under ERISA and state law claims, including litigation involving ERISA and disputes over disability, life and health coverage.

Prior to rejoining Littler, Nathan was senior counsel with a large multinational retailer, where he was responsible for managing employment litigation matters across approximately thirty-five U.S. states and two Canadian provinces. In that role, Nathan gained considerable experience advising corporate leaders and human resources personnel on issues including labor relations, employee discipline, workplace safety, terminations, leaves of absence, and

accommodations. Nathan also spearheaded several company-wide policy initiatives and helped develop and deliver company-wide trainings to global audiences on a variety of labor and employment law-related topics.

## Professional and Community Affiliations

- Member, Labor & Employment Section, Houston Bar Association
- Member, Houston Young Lawyers Association
- Member, Texas Young Lawyers Association

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2022
- Recipient, Tulane 34 Award, *Tulane University*, 2010

## Education

J.D., Tulane University Law School, 2010, *cum laude*

B.A., University of St. Thomas, 2007, *summa cum laude*

## Bar Admissions

Texas

## Courts

U.S. Court of Appeals, 5th Circuit

U.S. District Court, Southern District of Texas

U.S. District Court, Eastern District of Texas

U.S. District Court, Northern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, Northern District of Illinois

## Publications & Press

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

*Littler Press Release*

August 19, 2021

**Dear Littler: What employment issues should we keep in mind when hiring seasonal minor employees?**

*Dear Littler*

June 3, 2021

## Speaking Engagements

**2023 Houston Regional Employer Conference**

Houston, TX

October 18, 2023