



Bradley Crowell

Shareholder

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Practice Areas

ERISA and Benefit Plan Litigation
Unfair Competition and Trade Secrets
Whistleblowing, Compliance and Investigations
Wage and Hour
Investigations

Overview

Bradley Crowell represents clients in high stake matters and class and collective actions both locally in Colorado and nationwide. Brad has built a reputation for skillfully managing complex and challenging disputes, including ERISA class actions, wage and hour class and collective actions, trade secret matters, and other business-critical litigation. Brad also provides strategic counsel to clients ranging from emergency guidance on developing issues, to developing and implementing business and employment practices to comply with relevant laws.

Nationally, Brad helps clients manage complex litigation with minimal business disruption, including managing ERISA class actions challenging fiduciary decisions and processes related to the selection and monitoring of investment options offered in retirement plans, fees charged to retirement plans, and generally counseling and defending various clients in the ever-evolving field of ERISA fiduciary challenges. In this capacity, Brad has defended nationwide ERISA class actions from pre-litigation through trial, including successfully defeating, at trial, a comprehensive challenge to a client's management of the investment options, investment share classes, service provider fees, and expense account associated with its retirement plan.

Brad also manages wage and hour class and collective actions, trade secret matters, and other high stake matters for employers. He has handled countless trade secret matters for clients in industries such as artificial intelligence software development, financial services, and medical devices and pharmaceuticals.

In Colorado, Brad assists clients in navigating the rapidly evolving wage and hour and regulatory landscape. He provides guidance on Colorado laws, including Colorado's COMPS Order, and Colorado's laws on delivery and transportation network companies. Relatedly, Brad works with local agencies, employers, and various stakeholders in understanding and impacting Colorado legislation, and submitting comments to regulatory agencies during the rulemaking process.

Prior to joining Littler, Brad worked for an international law firm in Philadelphia.

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2024-2025
- Order of the Coif

Education

J.D., Villanova University School of Law, 2013, *magna cum laude*

B.A., University of Delaware, 2009

Bar Admissions

Colorado

Pennsylvania

New Jersey

Courts

U.S. Court of Appeals, 2nd Circuit

U.S. Court of Appeals, 3rd Circuit

U.S. District Court, District of Colorado

U.S. District Court, Eastern District of Pennsylvania

Publications & Press

Littler Kicks Off New Year With the Elevation of 28 Attorneys to Shareholder

Press Release

January 3, 2025

Sponsoring a Group Health Plan for Employees? What Employers Need to Know About the Consolidated Appropriations Act

Littler ASAP

February 16, 2024

Supreme Court Sends Case Involving ERISA Breach of Fiduciary Duty Pleading Standard Back to Seventh Circuit for Revised Analysis

Littler ASAP

January 26, 2022

Colorado Court Decides Issue of First Impression Regarding ERISA Preemption of State Divorce-Revocation Statute

Littler ASAP

June 22, 2021

Colorado Department of Labor Makes a U-Turn on Motor Carrier Exemption

Littler ASAP

November 13, 2020

Events & Speaking Engagements

2024 Rocky Mountain Regional Employer Conference

Denver, CO

October 18, 2024

2023 Rocky Mountain Regional Employer Conference

Denver, CO

October 27, 2023

Ethical Considerations for Lawyers Working Remotely

16th Annual Ethics Day for In-House Counsel, ACC Colorado

December 1, 2022

Game Changers: Top Compliance and Litigation Plays to Protect Your Company in 2022

Rocky Mountain Employer Conference

October 27, 2022

2020 Rocky Mountain Virtual Employer

November 18, 2020

Books & Book Chapters

- Co-author, Colorado chapter, *Employment at Will: A State-by-State Survey*, American Bar Association, 2022-2023