

Carole F. Wilder

Knowledge Management Counsel

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Overview

After retiring from Littler in 2015, Carole F. Wilder has returned to Littler as part-time Knowledge Management Counsel writing for Littler publications. Prior to joining Littler, Carole had extensive experience as in-house labor and employment counsel for two of the country's largest employers, providing advice and counsel to senior management on all aspects of employment law, and managing employment litigation. As a litigator she represented clients and tried cases in state and federal courts, before the Equal Employment Opportunity Commission, state agencies, and in investigations by the federal Department of Labor and the Office of Federal Contract Compliance Programs. The cases she defended include:

- Race, gender, age, and disability discrimination and harassment lawsuits
- Breach of contract and wrongful discharge cases
- Individual and collective actions under the Fair Labor Standards Act

Additionally, Carole provided advice, counsel, and training on compliance with:

- The Fair Labor Standards Act
- Title VII and state discrimination laws
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- State wage and hour laws

Carole has represented clients in diverse industries, including:

- Manufacturing
- Telecommunications
- Financial services
- Healthcare

Carole began her legal career as a litigator at Connecticut's largest law firm. She previously worked as an editor at a major New York City publishing firm. In law school, she was the editor of the *Pace Law Review*.

**Not currently licensed to practice law; serving in the capacity of researcher and writer for Littler publications.*

Recognition

- Recipient, Herman and Rae Arnou Constitutional Law Award

Education

J.D., Pace University Law School, 1986, *cum laude*

B.A., University of California, Los Angeles, 1969

Courts

U.S. District Court, District of Connecticut

U.S. District Court, Eastern District of New York

Publications & Press

Annual Report on EEOC Developments – Fiscal Year 2024

Littler Report

April 28, 2025

Sixth Circuit Finds Employee's Guaranteed Weekly Salary Was Based on Daily Rate, Defeating Exempt Classification

Littler ASAP

April 25, 2025

Littler WPI's Election Report 2024

Littler Report

November 7, 2024

Annual Report on EEOC Developments – Fiscal Year 2023

Littler Report

May 6, 2024

Littler Releases Report On The American Workforce

Industry Today

August 7, 2023

The American Workforce Transformation – Challenges and Opportunities

Littler Report

July 26, 2023

Hot Wage and Hour Issues for Home Healthcare Employers

Littler Report

March 19, 2013

Wage and Hour Class Actions in the Healthcare Industry

Littler Report

March 21, 2012

Dukes v. Wal-Mart: Some Closed Doors and Open Issues

Littler Report

February 13, 2012

You Can't Opt Out of the Federal Rules: Why Rule 23 Certification Standards Should Apply to Opt-In Collective Actions Under the FLSA

Federal Courts Law Review

October 2011

Dodd-Frank and The SEC Final Rule: From Protected Employee to Bounty Hunter

Littler Report

July 1, 2011

The Administrative Exemption in the Financial Services Industry

Littler Report

September 13, 2010

Wage and Hour Class Actions in the Healthcare Industry: Diagnosis and Prevention

Littler Report

June 2, 2010

Walking a Fine Line: Managing the Conflicting Obligations of the ADA and Workers Compensation Laws

19 Employee Relations Law Journal 221

1993

Books & Book Chapters

- *Employment Law Class Actions*, Littler Mendelson, Co-author, 2010