



## Kat Gillen

Littler CaseSmart Counsel

direct: (816) 788-7027

kgillen@littler.com



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## Overview

As a member of the Littler CaseSmart – Charges™ team and based in Arizona, Kat Gillen is responsible for handling charges from investigation to conclusion. She works on client-dedicated service teams, focusing on handling administrative agency charges. She investigates charge allegations, reviews pertinent documents, interviews key witnesses, and provides clients an assessment of the risks associated with the charge. In partnership with the client, she defends the charge by drafting persuasive position statements and responses to the agency’s requests for information.

Kat has been a strategic advisor to clients on employment-related issues, providing solutions for even the most complex issues. Kat has litigated disputes on behalf of public and private companies in class, representative, and collective actions, and single- and multi-plaintiff lawsuits in employment and commercial matters, and has extensive experience arbitrating disputes before FINRA and JAMS. She has litigated a broad range of issues including discrimination, retaliation, wrongful termination, breach of contract, and ERISA. She has extensive experience representing employers before administrative agencies including the Equal Employment Opportunity Commission, the New York State Division of Human Rights, the New York City Commission on Human Rights, and other state and local administrative agencies.

Before joining Littler, Kat was a partner at a law firm and worked in private practice for approximately 15 years. She also led an employment law team through the merger that created the world’s largest airline, and she served as the first fully dedicated global employment lawyer for a publicly held medical device company.

## Recognition

- Order of the Coif, *Sandra Day O’Connor College of Law, Arizona State University*
- Note and Comment Editor, *Arizona State Law Journal, Sandra Day O’Connor College of Law, Arizona State University*

## Education

J.D., *Sandra Day O’Connor College of Law, Arizona State University, 1996, magna cum laude*

B.S., *Rutgers University, 1993, with high honors, Phi Beta Gamma, Beta Gamma Sigma*

## Bar Admissions

Arizona

New York  
New Jersey

## Courts

U.S. Court of Appeals, 5th Circuit  
U.S. Court of Appeals, 9th Circuit  
U.S. District Court, District of Arizona  
U.S. District Court, Southern District of New York  
U.S. District Court, Eastern District of New York  
U.S. District Court, District of New Jersey

## Publications & Press

### **Tips for Leveraging Your In-house Counsel Experience When Joining a Law Firm**

*ABA Solo, Small Firm and General Practice Division*

September 30, 2025

### **Pink Slipped Employees Seeing Red**

*NewsLedger*

July/August 2001

### **Ask the Experts Column**

*The Arizona Republic*

Prior Contributor

## Events & Speaking Engagements

### **Commentator**

73rd Annual NYU Conference on Labor

2020

## Books & Book Chapters

- Contributing author , *The Fair Labor Standards Act, Cumulative Supplement*, BNA Publications, 2025
- Contributing author, *Wage and Hour Laws: A State-By-State Survey*, BNA Publications, 2005