

Lehoan (Hahn) Pham

Associate

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Practice Areas

Litigation and Trials
Arbitration
Discrimination and Harassment
Occupational Safety and Health
Unfair Competition and Trade Secrets
ERISA and Benefit Plan Litigation
Financial Services

Overview

Lehoan (Hahn) Pham is an experienced attorney who uses his litigation knowledge to counsel employers through all phases of litigation. He prides himself on being a true business partner with his clients.

Hahn concentrates his practice in various employment matters, including:

- Advising employers on their rights when withdrawing from pension funds and defending them in any subsequent arbitration
- Assisting employers respond to audits of their pension and other welfare plans
- Guiding employers through employee benefits disputes, with a focus on defending employers in federal court on claims of wrongful discontinuance and prosecuting reimbursement claims in various courts
- Representing employers throughout FINRA arbitrations and routinely answering employers' questions about the technical nature of the FINRA Industry Code
- Defending employers before various OSHA tribunals, with a focus on representing employers in the construction industry
- Prosecuting unfair competition and trade secret claims

- Defending employers against claims under the Minnesota Human Rights Act, ADA, Title VII, FMLA, Surface Transportation Assistance Act (STAA), Section 11(c) of the Occupational Safety and Health Act of 1970, and Criminal Antitrust Anti-retaliation Act (CAARA)

Hahn also has a keen eye towards the appropriate dispute resolution, whether that be mediation, arbitration, or trial. Hahn's trial experience specifically includes being first-chair in a bench trial concerning allegations of fraud and second-chair in a jury trial concerning purported violations of the Minnesota Human Rights Act.

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2023-2025
- Named, Rising Star, *Super Lawyers*, 2022-2024

Education

J.D., University of Minnesota Law School, 2015

B.A., University of Minnesota, Twin Cities, 2012

Bar Admissions

Minnesota

Languages

Vietnamese

Courts

U.S. Court of Appeals, 8th Circuit

U.S. District Court, District of Minnesota

Publications & Press

Littler Attorneys Participating in 2023 Diversity Leadership Programs

Press Release

April 17, 2023

A Food Labeling Fight and Its Ripple Effects

Minnesota State Bar Association

May 2015

Events & Speaking Engagements

2024 Midwest Regional Employer Conference

Minneapolis, MN

November 14, 2024

2023 Midwest Regional Employer Conference

Minneapolis, MN

November 9, 2023

Navigating Minnesota's New Noncompete Ban and FTC's Proposed Rule

June 8, 2023