



## Whitney M. Ferrer

Shareholder

Co-Chair, Compliance Audit Services Practice Group

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## Practice Areas

Wage and Hour

Class Action

Discrimination and Harassment

Audit Services

## Overview

Whitney M. Ferrer is an employment lawyer who focuses on advising employers regarding compliance with federal and state wage and hour laws, including issues relating to exemption classification and pay practices. Whitney is a founding member of Littler's Compliance Audit Services Practice Group and is a core member of Littler's Wage and Hour Practice Group. Whitney is a primary architect of Littler's unique web-based audit tool, Audit QB.

Whitney represents and counsels corporate clients in connection with all types of employment matters arising under federal and state laws, including:

- Title VII of the Civil Rights Act of 1964
- The Americans with Disabilities Act (ADA)
- The Age Discrimination in Employment Act (ADEA)
- The Family and Medical Leave Act (FMLA)
- The Fair Labor Standards Act (FLSA)

Whitney also represents employers in complex class and collective actions involving overtime and other wage-related claims. She routinely counsels and trains clients on the preventive measures they should take to avoid or reduce employment- and wage-related claims, and she provides advice on the practical and legal implications of everyday employment decisions.

## Professional and Community Affiliations

- Member, State Bar of Georgia
- Member, National Association of College and University Attorneys

## Recognition

- Named, The Best Lawyers in America©, 2024-2025
- Recipient, BTI Client Service All-Star Award, 2022, 2024

## Education

J.D., University of Wisconsin Law School, 1996

B.A., Washington University in St. Louis, 1993

## Bar Admissions

Georgia

## Courts

U.S. District Court, Northern District of Georgia

## Publications & Press

### **Eleventh Circuit Concludes that Property Damage Investigators Do Not Fall Under FLSA's Administrative Exemption**

*Littler ASAP*

July 5, 2022

### **Littler Appoints New Practice and Industry Group Chairs**

*Press Release*

October 14, 2020

### **Littler Shareholder Whitney Ferrer Appointed Atlanta Office Managing Shareholder**

*Press Release*

July 9, 2019

### **DOL Releases a Proposed Rule to Clarify the Types of Compensation that Employers Must Include in the Overtime Calculation**

*Littler ASAP*

March 28, 2019

### **DOL Extends PAID Program, Presenting Employers with "Third Option" to Release FLSA Claims**

*Littler ASAP*

November 6, 2018

**DOL Seeks Input Before Issuing New Proposed Rulemaking on the White Collar Exemptions**

*Littler ASAP*

July 25, 2017

**Ring in the New Year: Employment Issues to Monitor in 2017**

*HR Professionals Magazine*

February 1, 2017

**The Southern Employer**

2009-2010, 2010-2011, 2011-2012 and 2012-2013

**Littler Rings in New Year with New Shareholders: Leading Labor and Employment Firm Elevates 13 Associates**

January 4, 2012

**Account Manager Not Entitled to Overtime Under Administrative Exemption**

*Littler ASAP*

June 1, 2011

**The Administrative Exemption in the Financial Services Industry**

*Littler Report*

September 13, 2010

**Adopting the Avoidable Consequences Affirmative Defense: Applying the Lessons of Ellerth/Faragher to FLSA Claims**

2008

**Events & Speaking Engagements**

**Navigating Change in the New Administration: Insights for In-House Counsel and HR Professionals**

Atlanta, GA

March 27, 2025

**Late Night with Littler: A Healthcare Industry Roundtable**

Littler Executive Employer Conference

May 4, 2022

**Clearing the Way to Compliance: Hindsight Is So 2020**

October 7, 2021

**When Every Day is "Blursday" - Wage and Hour Compliance for a Remote Workforce**

July 13, 2021

## **Challenges Created by Remote Work: Compliance and Best Practices**

March 18, 2021

## **2020 Year in Review and What to Expect in 2021**

Atlanta, GA

January 27, 2021

## **Healthcare Industry Group: A Roundtable Discussion**

Atlanta, GA

April 18, 2019

## **Audits**

Littler Executive Employer, Phoenix, AZ

May 4, 2018

## **Understanding the DOL's PAID Program: What it Means and How to Self-Audit for Compliance Success**

Littler Executive Employer, Phoenix, AZ

May 3, 2018

## **Key Wage and Hour Topics**

Georgia Movers Association, Atlanta, GA

November 17, 2016

## **Countdown to the New Overtime Regulations**

Atlanta Talent Collective, Atlanta, GA

November 3, 2016

## **Countdown to the New Overtime Regulations**

Southeastern Council of Foundations, Atlanta, GA

October 18, 2016

## **Working on Overtime: Preparing for DOL's Changes to the FLSA Overtime Regulations**

Accounting Principals, Atlanta, GA

August 18, 2016

## **Finally – The New Fair Labor Standards Act Overtime Exemption Rules**

Littler Breakfast Briefing, Atlanta, GA

May 25, 2016

## **DOL Issues Final Overtime Rule - May 23**

May 23, 2016

**DOL Issues Final Overtime Rule - May 20**

May 20, 2016

**DOL Issues Final Overtime Rule - May 19**

May 19, 2016

**2015 Southeast Employer Conference**

Atlanta, GA

August 20, 2015

**DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?**

Atlanta, GA

July 22, 2015

**DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?**

Atlanta, GA

July 15, 2015

**Proposed Changes to the Overtime Regulations**

July 6, 2015

**The Emerging New Workforce: Evaluating and Minimizing Risks Associated with Independent Contractors In Today's Enforcement Environment**

GEM Meeting - Society for Human Resource Management, Atlanta Chapter

September 2013

**Litigation Armoring – Building Advance Defenses to Common Wage & Hour Class Claims**

Littler Mendelson, Atlanta, GA

August 15, 2013

**Pay Audits and Compliance Issues: Emerging Issues & Trends that Employers Need to Know in Order to Pay Employees Correctly**

Littler Mendelson, Cleveland, OH

October 2011

**Conducting Internal Audits for FLSA Compliance**

Employer's Duties and Problems CLE Seminar - Georgia State Bar Association

February 2011

**Legal Challenges regarding Classification of Independent Contractors**

Southeast Regional Employer Conference, Atlanta, GA

September 2010

**Wage and Hour Compliance Initiatives**

Southeast Regional Employer Conference, Atlanta, GA

September 2009

**Labor and Employment Legislative Update**

Northwest Arkansas Employer Conference, Fayetteville, AR

May 2009

**How to Conduct Wage and Hour Audits Using Audit QB**

Littler National Employer Conference, Phoenix, AZ

April 2009

**Wage and Hour Fundamentals**

Lorman Education Services, Norcross, GA

February 2009