

## Benson E. Pope

Shareholder

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## Focus Areas

Whistleblowing, Compliance and Investigations  
Wage and Hour  
Discrimination and Harassment  
Class Action  
Contractors, Staffing and Contingent Workers

## Overview

Ben Pope represents employers in a broad range of employment litigation matters, including discrimination, retaliation, harassment, wrongful termination, and wage and hour claims. An experienced trial attorney, Ben has successfully tried numerous cases on behalf of clients. Ben litigates and advises clients regarding matters arising under state and federal laws, including the following:

- The Sarbanes-Oxley Act
- The Dodd-Frank Act
- The Fair Labor Standards Act
- Title VII of the Civil Rights Act of 1964
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Family and Medical Leave Act
- The Occupational Safety and Health Act
- Contingent workers and independent contractors
- Other state and federal laws governing employment relationships

Ben has successfully defended lawsuits alleging single plaintiff and class claims, including alleged class-wide wage hour violations, systemic discrimination, and retaliation for purported violations of securities laws. He has obtained defense

verdicts in jury trials in both federal and state courts. Ben has also represented clients before various federal and state agencies, including the Equal Employment Opportunity Commission, the National Labor Relations Board, the Department of Labor and the Occupational Safety and Health Administration. He has successfully defended clients against claims involving:

- Whistleblower allegations
- Wage and hour and overtime violations
- Wrongful termination
- Discrimination
- Harassment
- Equal pay
- Unfair competition
- Theft of trade secrets
- Intentional infliction of emotional distress
- Invasion of privacy
- Breach of contract
- Racketeer Influenced and Corrupt Organizations Act (RICO)

In law school, Ben served as an editor on the *Georgia Journal of International and Comparative Law*. He also was a member of the Moot Court Board and was named Best Oralist and received awards for Best Brief and Best Team at the 2002 Intrastate Competition.

## Professional and Community Affiliations

- Member, Decatur Business Association
- Member, Labor and Employment Section, American Bar Association
- Member, Employment Section, Atlanta Bar Association
- Member, Buckhead Professional Group

## Recognition

- Named, Rising Star, Labor and Employment Litigation, *Super Lawyers*, 2011, 2013 - 2017

## Education

J.D., University of Georgia, 2003, *cum laude*

B.A., University of Georgia, 2000, *summa cum laude*

## Bar Admissions

Georgia

## Courts

U.S. Court of Appeals, 11th Circuit  
U.S. District Court, Northern District of Georgia  
U.S. District Court, Middle District of Georgia  
U.S. District Court, Southern District of Georgia  
Georgia Supreme Court  
Georgia Court of Appeals  
Georgia Superior Courts

## Publications & Press

### **Annual Report on EEOC Developments – Fiscal Year 2023**

*Littler Report*

May 6, 2024

### **Highlights of the Federal Proposals to Regulate NIL Deals**

*Littler Insight*

February 6, 2024

### **When Will a Settlement Agreement Preclude a False Claims Act Action?**

*Littler ASAP*

August 25, 2023

### **Annual Report on EEOC Developments – Fiscal Year 2022**

*Littler Report*

April 25, 2023

### **Annual Report on EEOC Developments – Fiscal Year 2021**

*Littler Report*

April 26, 2022

### **Annual Report on EEOC Developments – Fiscal Year 2020**

*Littler Report*

March 1, 2021

### **Annual Report on EEOC Developments – Fiscal Year 2019**

*Littler Report*

March 5, 2020

**Annual Report on EEOC Developments – Fiscal Year 2018**

*Littler Report*

January 28, 2019

**Annual Report on EEOC Developments — Fiscal Year 2017**

*Littler Report*

February 27, 2018

**How to Spot a Whistleblower and Prevent Retaliation: 10 Tips**

*Corporate Counsel Magazine*

February 13, 2018

**Annual Report on EEOC Developments – Fiscal Year 2016**

*Littler Report*

February 27, 2017

**Annual Report on EEOC Developments – Fiscal Year 2015**

*Littler Report*

January 12, 2016

**NLRB Ruling Around Joint Employers Could Affect Franchisor Relationships**

*Private Duty Insider*

September 23, 2015

**Annual Report on EEOC Developments - Fiscal Year 2014**

*Littler Report*

January 5, 2015

**Annual Report on EEOC Developments - Fiscal Year 2013**

*Littler Report*

January 22, 2014

**Littler Elevates 16 Attorneys to Shareholder**

*Littler Press Release*

January 2, 2014

**Annual Report on EEOC Developments – Fiscal Year 2012**

*Littler Report*

January 8, 2013

**The Long Wait for a New Era in Georgia's Law on Post-Employment Covenants May Last a Bit Longer**

*Littler Insight*

November 12, 2010

**New Era in Georgia for Post-Employment Restrictive Covenants**

*Littler Insight*

November 7, 2010

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

*Littler Report*

September 13, 2010

**Court Limits Proposed Class in Automatic Meal-Break Deduction Case Against Hospital**

*Littler ASAP*

August 10, 2010

**The Next Wage and Hour Battle: The Classification of Underwriters and the Continuing Controversy Over the Administrative/Production Dichotomy**

2010

**Independent Contractor or Employee-The Risks of Misclassification**

2008

**Speaking Engagements**

**What We Learned from Whistleblowers and Their Complaints in 2022 and What to Watch Out for in 2023**

February 22, 2023

**Employment Law 101**

IAML Conference, Atlanta, GA

April 22, 2022

**Fielding Whistleblower Complaints: How to Investigate, Avoid Retaliation, and Ensure Your Company Doesn't Drop the Ball**

Littler Webinar

December 4, 2018

**Compliance Strategies for Common Targets of Wage-Hour Litigation**

Client Presentation

March 8, 2018

**Oiling the Squeakiest Wheel: How to Handle a Whistleblower and Prevent Retaliation**

October 25, 2017

**The Employee from Hell: Investigating, Managing, and Responding to the Squeakiest Wheel**

Coca-Cola, Tampa, FL

February 4, 2015

**The 2014 Atlanta Employer Conference**

Atlanta, GA

October 9, 2014

**Whistleblowing and Retaliation: Hot Topics and Practice Pointers**

Littler Mendelson, Atlanta, GA

October 9, 2014

**The Use of Experts in Wage and Hour Cases**

Bridgeport Continuing Education, Miami, FL

March 28, 2014

**Who's that Knocking on the Door? Preparing for and Responding to DOL Investigations**

Littler Mendelson, Atlanta, GA

August 15, 2013

**Whistleblowing and Retaliation: The Wave of the Present**

State Bar of Georgia

February 10, 2012

**Nuts and Bolts of Employment Law**

State Bar of Georgia

February 2010

**Sex Offenders, Terrorists & Video Resumes: How Far Can You Go To Get Information On Applicants & Employees?**

Lorman Education Services, Atlanta, GA

February 2009

**Employment Laws & Torts: Breach of Contract, Discrimination Laws, Georgia Torts**

Lorman Education Services, Atlanta, GA

February 2009

**What Are the Employer's Minimum Wage & Overtime Obligations?**

Lorman Education Services, Atlanta, GA

August 2008

**Independent Contractor or Employee? The Risks of Misclassification**

2008

**Books & Book Chapters**

- *Whistleblowing & Retaliation*, Contributing author, 2016