

## Bradley Crowell

Shareholder

1900 Sixteenth Street  
Suite 800  
Denver, CO 80202  
main: +1 (303) 629-6200  
direct: (303) 362-2828  
fax: +1 (303) 629-0200  
bcrowell@littler.com



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## Focus Areas

ERISA and Benefit Plan Litigation  
Unfair Competition and Trade Secrets  
Whistleblowing, Compliance and Investigations  
Wage and Hour  
Investigations

## Overview

Bradley Crowell represents employers in high stake matters and class and collective actions both locally in Colorado and nationwide. Brad has built a reputation for skillfully managing complex and challenging disputes, including ERISA class actions, class and collective wage and hour actions, trade secret matters, and other business-critical litigation. Clients trust Brad to handle their most difficult problems, and he has provided strategic counsel to clients ranging from emergency guidance on developing issues, developing and implementing business and employment practices to comply with relevant laws, to litigation all the way through trial.

Nationally, Brad helps clients manage complex litigation with minimal business disruption, including managing ERISA class actions challenging fiduciary decisions and processes related to the selection and monitoring of investment options offered in retirement plans, fees charged to retirement plans, and generally counseling and defending various clients in the ever-evolving field of ERISA fiduciary challenges. In this capacity, Brad has defended nationwide ERISA class actions from pre-litigation through trial, including successfully defeating, at trial, a comprehensive challenge to a client's management of the investment options, investment share classes, service provider fees, and expense account associated with its retirement plan.

Brad also manages class and collective wage and hour actions, trade secret matters, and other high stake matters for employers. He has disputed, negotiated, and resolved countless trade secret matters for clients in industries such as artificial intelligence software development, financial services, and medical devices and pharmaceuticals.

In Colorado, Brad assists clients in anticipating and navigating the rapidly evolving wage and hour and regulatory landscape. He provides strategic counsel and guidance on Colorado laws, including Colorado's COMPS Order, and Colorado's laws on delivery and transportation network companies.

Brad regularly represents companies in connection with federal, state, and local agency wage and hour audits and complaints, and advises clients on all aspects of Colorado wage and hour laws and related regulations. Relatedly, Brad works with local agencies, employers, and various stakeholders in understanding and impacting Colorado legislation, and submitting comments to regulatory agencies during the rulemaking process.

Prior to joining Littler, Brad worked for an international law firm in Philadelphia.

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2024-2025
- Order of the Coif

## Education

J.D., Villanova University School of Law, 2013, *magna cum laude*

B.A., University of Delaware, 2009

## Bar Admissions

Colorado

Pennsylvania

New Jersey

## Courts

U.S. Court of Appeals, 2nd Circuit

U.S. Court of Appeals, 3rd Circuit

U.S. District Court, District of Colorado

U.S. District Court, Eastern District of Pennsylvania

## Publications & Press

### **Littler Kicks Off New Year With the Elevation of 28 Attorneys to Shareholder**

*Littler Press Release*

January 3, 2025

### **Sponsoring a Group Health Plan for Employees? What Employers Need to Know About the Consolidated Appropriations Act**

*Littler Insight*

February 16, 2024

### **Supreme Court Sends Case Involving ERISA Breach of Fiduciary Duty Pleading Standard Back to Seventh Circuit for Revised Analysis**

*Littler ASAP*

January 26, 2022

### **Colorado Court Decides Issue of First Impression Regarding ERISA Preemption of State Divorce-Revocation Statute**

*Littler ASAP*

June 22, 2021

### **Colorado Department of Labor Makes a U-Turn on Motor Carrier Exemption**

*Littler ASAP*

November 13, 2020

## Speaking Engagements

### **2024 Rocky Mountain Regional Employer Conference**

Denver, CO

October 18, 2024

### **2023 Rocky Mountain Regional Employer Conference**

Denver, CO

October 27, 2023

### **Ethical Considerations for Lawyers Working Remotely**

16th Annual Ethics Day for In-House Counsel, ACC Colorado

December 1, 2022

### **Game Changers: Top Compliance and Litigation Plays to Protect Your Company in 2022**

Rocky Mountain Employer Conference

October 27, 2022

**2020 Rocky Mountain Virtual Employer**

November 18, 2020

**Books & Book Chapters**

- Co-author, Colorado chapter, *Employment at Will: A State-by-State Survey*, American Bar Association, 2022-2023