

Katherine M. McMichael

Littler CaseSmart Counsel

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Focus Areas

Littler CaseSmart

Litigation and Trials

Discrimination and Harassment

Leaves of Absence and Disability Accommodation

Wage and Hour

Overview

Katherine M. McMichael is a member of the Littler CaseSmart® team and is based in Virginia. She is responsible for early case evaluation (ECE). At the outset of each single plaintiff employment litigation matter, she identifies and reviews pertinent documents, interviews relevant witnesses, and drafts ECE reports. In keeping with each client's litigation philosophy, Katherine partners with the local Littler litigation team and assists in developing and executing strategies for effectively handling litigation.

Katherine has advised and represented clients in employment and labor law before the Equal Employment Opportunity Commission (EEOC), federal courts, and state courts. She focused on employment discrimination and retaliation based on:

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

Katherine's experience includes:

- Deposing plaintiffs, fact witnesses, and experts
- Litigating breach of contract claims and tort claims
- Handling mediations before the EEOC
- Participating in case mediations and arguing motions to dismiss in federal court

Some highlights of her successes include:

- Second chairing an employment retaliation trial in Maryland Circuit Court
- Handling an appeal in employment retaliation case
- Handling an evidentiary hearing for attorneys' fees and costs in case involving fee shifting statute
- Obtaining no probable cause findings before the EEOC

Prior to joining Littler, Katherine was an employment litigation associate at a national law firm.

Professional and Community Affiliations

- Member, Georgia Bar Association
- Member, Virginia Association of Defense Attorneys

Education

J.D., Georgia State University, 2006

B.A., Truman State University, 2003

Bar Admissions

Virginia

Georgia

District of Columbia

Maryland

Courts

U.S. District Court, Eastern District of Virginia

U.S. District Court, Western District of Virginia

U.S. District Court, Northern District of Georgia

U.S. District Court, Middle District of Georgia