Littler
Employment & Labor Law Solutions Worldwide™

Kimberly J. Duplechain

Shareholder

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Focus Areas

eDiscovery
Litigation and Trials
Discrimination and Harassment
ERISA and Benefit Plan Litigation
Class Action
Wage and Hour
Labor Management Relations

Overview

Kimberly J. Duplechain partners with employers of all sizes to advise on electronic discovery and information governance across various employment matters, including class actions, unfair competition, trade secret misappropriation, discrimination, harassment, and other employment litigation and investigations. Leveraging her extensive litigation experience and knowledge of technological advancements, Kim manages all discovery-related aspects of complex litigation and investigations before state and federal courts, EEOC, DOL, NLRB, and state and local agencies.

Kim leverages best-of-breed technologies to implement cost-effective eDiscovery strategies and processes; drafts legal briefs; argues discovery motions; negotiates discovery plans and eDiscovery protocols; takes and defends depositions; supervises forensic consultants; and advises on emerging eDiscovery issues like mobile device management, ephemeral data, collaboration platforms, and analytic document review technologies. She has served as an eDiscovery advisor for a nationwide portfolio of cases, collaborating with a multinational client to develop standardized discovery strategies to reduce burden, maximize efficiency, and streamline vendor management.

Certified by the International Association of Privacy Professionals as a Certified Information Privacy Professional for Europe (CIPP/E), Kim demonstrates a strong understanding of privacy and data protection laws.

Kim has held leadership roles within the eDiscovery community, including as a member of The Sedona Conference Working Group Series Leadership Council, Steering Committee member of The Sedona Conference Working Group 1 (2022-2024), and co-chair of the ABA's National Institute on eDiscovery (2021-2023). She also champions inclusion, equity, and diversity as co-chair of Littler's Bollo affinity group, supporting attorneys who identify as Black, African American, African, Caribbean, or multiracial, and their allies.

Professional and Community Affiliations

- Program Co-Chair, National Institute on E-Discovery, American Bar Association, 2021-2023
- Member, Steering Committee, Working Group on Electronic Document Retention and Production (WG1), The Sedona Conference®, 2022-2024
- Member, Working Group on International Electronic Information Management, Discovery and Disclosure (WG6), Working Group on Trade Secrets (WG12), The Sedona Conference®
- Member, International Association of Privacy Professionals

Education

J.D., Georgetown University Law Center, 2009
B.A., Amherst College, 1999, *cum laude*

Bar Admissions

Virginia
District of Columbia

Courts

U.S. Court of Appeals, District of Columbia
U.S. District Court, District of Colorado

Publications & Press

Littler Selects New Leaders for Bollo Affinity Group
Littler Press Release
March 26, 2024

Littler Elevates 33 Attorneys to Shareholder
Littler Press Release
January 6, 2022

Strengthening Diversity & Inclusion in E-Discovery in a Post-Pandemic World
LegalTech News
June 2, 2020

Littler Announces Winner of First Annual Wesley J. Fastiff Ingenuity Award
Littler Press Release
January 22, 2020

The Mutual Obligations – and Benefits – of Cooperation in Discovery
National Employment Lawyer's Association
April 2018

Speaking Engagements

Town Hall on Rule 26(f)
The Sedona Conference® Working Group 1
July 11, 2024

2024 Mid-Atlantic Regional Employer Conference
Washington, DC
June 21, 2024

Flip the Script: Using Plaintiff's Data to Win Your Case
Littler Executive Employer Conference, Phoenix, AZ
May 10, 2024

Judicial Perspectives on E-Discovery
The American Bar Association's 17th Annual National Institute on E-Discovery, Live and On-Demand
May 5, 2023

Electronic Evidence Issues In The Modern Era: Laying A Foundation For Trial
NELC 28th Annual Conference 2023, Washington, DC
May 3, 2023

Cybernetic Eyes May Be the Mirror of Our Soul: What Artificial Intelligence Can Teach Us about Human Biases
The Sedona Conference® Working Group 1 Midyear Meeting, Portland, OR
April 27, 2023

Stranger Things in eDiscovery: Ethical Challenges and Considerations for Discovery of New and Changing Technologies
The Sedona Conference® Working Group 1 Annual Meeting, Philadelphia, PA
October 28, 2022

eDiscovery in Small Cases

Panelist, The Sedona Conference® Working Group 1 Annual Meeting, Philadelphia, PA

October 27, 2022

The Application and Effectiveness of Discovery-Related Sanctions

The Sedona Conference Working Group 1 Midyear Meeting 2022, Phoenix, AZ

April 28, 2022

Tackling Technology in Discovery: Practice Tips on Electronically Stored Information (ESI)

22nd Annual Employment Law Update, Maine State Bar Association, Freeport, ME

April 7, 2022

Ethics and Technology at the Intersection of Proportionality and Scope of Discovery

The Sedona Conference® Working Group 1 Annual Meeting

October 21, 2021

Building a Diverse, Equitable, and Inclusive Culture

Zapproved's PREX 2021

September 28, 2021

Recruiting, Retaining, and Promoting Diverse Talent in the eDiscovery Community

The Sedona Conference Working Group 1 Midyear Meeting 2021

April 29, 2021

When Custodians Leave: Mitigating Risks of Departing Employees

15th Annual National Institute on E-Discovery

April 21, 2021

Inspire Greatness: How Inclusion and Diversity Elevates Your Workplace and Community

Relativity Fest 2020

September 23, 2020

eDiscovery in the #MeToo Era: The Need for Background and Viewpoint Diversity on the eDiscovery Team

The 14th Annual Sedona Conference Institute: eDiscovery, Data Privacy, and Security, St. Louis, MO

March 5-6, 2020

Case Law Update

The 14th Annual Sedona Conference Institute: eDiscovery, Data Privacy, and Security, St. Louis, MO

March 5-6, 2020

How to Navigate ESI Discovery Efficiently and Effectively

2020 MWELA Annual Conference, Metropolitan Washington Employment Lawyers Association, Washington, DC

January 31, 2020

Tracking Your Employees' Digital Trail

2019 Mid-Atlantic Employer Conference, Bethesda, MD

June 7, 2019

eDiscovery Training Academy

Georgetown University Law Center, Washington, DC

June 4-6, 2019

Case Law Update

The 13th Annual Sedona Conference Institute: Protecting Privacy, Confidentiality, and Privilege in Civil Litigation,

Charlotte, NC

March 7-8, 2019

Addressing Privacy Issues in Social Media Discovery

The 13th Annual Sedona Conference Institute: Protecting Privacy, Confidentiality, and Privilege in Civil Litigation,

Charlotte, NC

March 7-8, 2019

eDiscovery Training Academy

Georgetown University Law Center, Washington, DC

June 4-5, 2018

ESI Protocols - Setting the Table for E-Discovery

National Employment Lawyer's Association, Vienna, VA

April 13–14, 2018

Working Productively with the Other Side to Get What You Need

National Employment Lawyer's Association, Vienna, VA

April 13–14, 2018