

William A. Cosmopulos

Associate

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Overview

As a management-side employment attorney, William A. Cosmopulos represents and advises company leaders, human resources and operations partners, and in-house legal departments on a broad range of employment and labor law matters. Billy assists employers of all sizes, ranging from start-ups to global corporations, to deter and defend employment-related lawsuits. He helps companies both prevent problems before they begin, and solve problems when they occur.

Billy's experience includes consulting on, investigating, and defending issues of employment contracts, overtime, misclassification, commission pay, off-the-clock work, meal and rest breaks, and other wage and hour matters. He defends lawsuits related to violations of Title VII and the Fair Employment and Housing Act (FEHA), and he counsels companies on anti-harassment and anti-discrimination policies, anti-retaliation techniques, diversity and inclusion efforts, and how to conduct proper internal investigations. Billy has represented clients in both state and federal courts, as well as before various administrative agencies, including the National Labor Relations Board (NLRB), the Equal Employment Opportunity Commission (EEOC), California Civil Rights Department (CRD), and the California Division of Labor Standards Enforcement (DLSE).

Prior to joining Littler, Billy served as an extern for the Antitrust Division of the U.S. Department of Justice, for the U.S. Department of Labor, Office of Administrative Law Judges, and for the U.S. Attorney's Office for the Northern District of California. He was a summer associate with a litigation and appellate firm as well as a clerk for a San Francisco area law firm.

As an undergraduate, Billy was a four-year letter winner on Georgetown University's Division I Baseball team, and named to the Big East Conference All-Academic Team each year he was eligible.

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*[®], 2023-2025
- Honor Society, *University of California, Hastings College of the Law*
- Executive Board Member and Competitor, *UC Hastings Moot Court*
- Recipient, Best Oralist Award - Second Place, *2015 BMI/Cardozo Moot Court Competition National Championship Runner Up*, 2015
- Recipient, Best Brief Award – Second Place, *Pepperdine Entertainment Law Moot Court Competition National Semifinalist*, 2015

Education

J.D., University of California College of the Law, San Francisco (formerly Hastings), 2016, *magna cum laude*

B.A., Georgetown University, 2012

Bar Admissions

California

Speaking Engagements

Communications in the Workplace and the California Consumer Privacy Act (CCPA)

San Francisco, CA

January 30, 2020