



Alan L. McLaughlin

Shareholder

1900 Sixteenth Street
Suite 800
Denver, CO 80202
111 Monument Circle
Suite 702
Indianapolis, IN 46204
main: +1 (303) 629-6200
direct: (317) 287-3523
fax: +1 (303) 629-0200
amclaughlin@littler.com



Practice Areas

Discrimination and Harassment
Unfair Competition and Trade Secrets
Litigation and Trials
Wage and Hour
Class Action

Overview

Alan L. McLaughlin represents public and private employers in a broad range of employment-related disputes at the administrative, state and federal levels, including before the United States Supreme Court and the Equal Employment Opportunity Commission. He has substantial experience in:

- Discrimination actions
- Class actions
- Wage and hour collective actions
- Arbitrations
- Emergency proceedings involving non-compete agreements, trade secrets, business torts and contracts

He provides counsel and preventive training to ensure compliance with federal and state regulations, including:

- Title VII of the Civil Rights Act
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Family and Medical Leave Act

- 2016 Defend Trade Secrets Act

Alan works with a diverse group of clients in the manufacturing, logistics, retail and hospitality industries. Previously, Alan served as a judicial clerk for the Honorable Thomas A. Wiseman, Jr., United States District Court for the Middle District of Tennessee.

Professional and Community Affiliations

- Member, Employment Section, Indiana State Bar Association
- Member, Litigation and Employment sections, Indianapolis Bar Association
- Member, Seventh Circuit Bar Association
- Member, Litigation and Employment sections, American Bar Association
- Pro Bono Representative, Mediation Assistance Program, U. S. District Court for the Southern District of Indiana
- Member, Colorado Bar Association
- Former Chair, Litigation Section, Indiana State Bar Association

Events & Speaking Engagements

Ethical Considerations for Lawyers Working Remotely

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

December 1, 2022

Insights From Indianapolis: Litigation Trends in the COVID-19 World (and How To Minimize Them)

July 1, 2020

The Next Normal: Strategies and Best Practices for Returning to Work in Colorado

May 11, 2020

Joint Representation Jitters: Ethical Concerns for In-House and Outside Counsel in Representing Multiple Clients

13th Annual Colorado ACC Ethics Day, Denver, CO

December 4, 2019

Years After #MeToo: The Legal Fallout and What's to Come

2019 Rocky Mountain Employer Conference, Denver, CO

October 4, 2019

Paddling in the Same Direction: How to Manage, Motivate, and Improve Performance Before and After Problems Begin

Rocky Mountain Employer Conference

September 21, 2018

2017 ADA and FMLA Update

Indiana Continuing Education Forum, Recent Developments in Employment Law
December 15, 2017

Regional Employment Law Update: What's New and Trending

2017 Littler Rocky Mountain Employer Conference
October 3, 2017

2016 Rocky Mountain Employer Conference

Denver, CO
September 21, 2016

Six Ethical Traps That Can Arise in Employment Cases

Indiana Continuing Legal Education Forum
April 30, 2014

Insurance Coverage of Employment Law Claims: How Employers and Insurance Carriers Can Work Together Effectively

Indiana State Chamber of Commerce
April 2011

Guns in Your Parking Lot

Indianapolis, IN
May 6, 2010

H1N1 Flu: Preparing the Workplace for a Pandemic

Indianapolis, IN
November 4, 2009

You've Been Sued, Now What?

Indiana Chamber of Commerce Annual Employment Law Seminar
2007

How Email Has Changed the Sexual Harassment Case

ICLEF
2006

Recognition

- Named, The Best Lawyers in America® , 2012-2025
- Named, Lawyer of the Year, Employment Law - Management, Indianapolis, *The Best Lawyers in America*®, 2018, 2020, 2023

- Named, Lawyer of the Year, Litigation - Labor and Employment, Indianapolis, *The Best Lawyers in America*©, 2015
- Ranked, Labor & Employment *Chambers USA*, 2009-2024
- Named, Super Lawyer for Employment Litigation, Indiana, *Super Lawyers*, 2004-2018
- Awarded, AV® Peer Review Rating *Martindale-Hubbell*
- Named, Client Service All-Star *BTI Consulting*, 2020, 2024
- Patrick Wilson Scholar *Vanderbilt University School of Law*

Education

J.D., Vanderbilt University Law School, 1982

A.B., Wabash College, 1979, *summa cum laude*, *Phi Beta Kappa*

Bar Admissions

Colorado

Indiana

Courts

U.S. Supreme Court

U.S. Court of Appeals, 7th Circuit

U.S. District Court, District of Colorado

U.S. District Court, Southern District of Indiana

U.S. District Court, Northern District of Indiana

Publications & Press

Littler Ranked in 2024 Chambers USA Guide

Press Release

June 6, 2024

Littler Recognized in 2023 Chambers USA Guide

Press Release

June 6, 2023

More Than 230 Littler Lawyers Recognized in 2023 Edition of Best Lawyers in America®

Press Release

August 18, 2022

Littler Ranked in Chambers USA Guide 2022

Press Release

June 1, 2022

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Press Release

August 19, 2021

Littler's Alan McLaughlin Appointed as Regional Office Managing Shareholder in Indianapolis and San Diego

Press Release

June 10, 2021

Littler Ranked in Chambers USA Guide 2021

Press Release

May 27, 2021

Littler Attorneys Recognized by BTI Consulting and Lawdragon

Press Release

December 15, 2020

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Press Release

August 20, 2020

Colorado Issues Emergency Rule and FAQs on Returning to the Workplace

External Publication

May 7, 2020

Colorado Department of Labor and Employment and Colorado Civil Rights Division Issue Guidance Addressing Employees Concerned about Returning to the Workplace

Littler ASAP

May 5, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Press Release

August 15, 2019

Littler Ranked in 2019 Chambers USA Guide

Press Release

April 25, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Press Release

August 15, 2018

Littler Ranked in 2018 Chambers USA Guide

Press Release

May 15, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Press Release

August 17, 2017

Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide

Press Release

May 26, 2017

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Press Release

August 16, 2016

Littler Shareholder Alan McLaughlin Named Denver Office Managing Shareholder

Press Release

July 29, 2016

Chambers USA Recognizes Littler and Attorneys in 2016 Guide

Press Release

May 27, 2016

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Press Release

August 18, 2015

Chambers USA Recognizes Littler and Its Attorneys

Press Release

May 20, 2015

Mediation Assistance Program appoints counsel to help litigants settle cases

In the News

May 6, 2015

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Press Release

August 18, 2014

Littler and Its Attorneys Ranked In 2014 Chambers USA Guide

Press Release

May 23, 2014

Southern District programs for pro se parties help litigants, attorneys and the court

In the News

April 1, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Press Release

August 15, 2013

Littler Mendelson Named in the 2013 Chambers USA Guide

Press Release

May 24, 2013

Littler's Alan L. McLaughlin Awarded 2013 Pro Bono and Public Service Award by the 7th Circuit Bar Association

Press Release

May 14, 2013

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition

Press Release

September 7, 2012

Littler Shareholder Alan McLaughlin Named Indianapolis Office Managing Shareholder

Press Release

May 7, 2012

Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition

Press Release

September 12, 2011

Chambers USA Honors Littler And Its Attorneys

Press Release

June 27, 2011

Littler Attorneys Honored by Chambers USA

Press Release

June 21, 2010

Litigation Skills Series: Employment Litigation Update

Indianapolis Bar Association

2010

Compass to the New ADAAA Regulations

Indiana Continuing Legal Education Forum (ICLEF)

December 2009

The Year of the Americans With Disabilities Act: Amendments, Accommodations, and Damages

Indiana Continuing Legal Education Forum (ICLEF)

December 2008

Littler Mendelson Welcomes Alan McLaughlin to Indianapolis Office

Press Release

May 4, 2007

Trade Secrets and Covenants Not to Compete: Tactics, Enforceability and Defenses

Indiana Continuing Legal Education Forum (ICLEF)

2007

Survey of Employment Law Developments for Indiana Practitioners

37 Ind. L. Rev., 1025

2004