



## Chad J. Kaldor

Shareholder

Co-Chair, Background Checks Practice Group

41 South High Street  
Suite 3250  
Columbus, OH 43215  
main: +1 (614) 463-4201  
direct: (614) 463-4220  
fax: +1 (614) 221-3301  
ckaldor@littler.com



---

## Practice Areas

Background Checks

Unfair Competition and Trade Secrets

Discrimination and Harassment

Business Restructuring and M&A

## Overview

Chad J. Kaldor advises and represents employers in a broad range of employment law matters arising under federal and state laws and has handled both nationwide class actions and individual lawsuits. Chad has defended numerous employers against claims alleging violations of state and federal anti-discrimination and anti-retaliation laws and state and federal employee leave laws. He appears regularly in state and federal courts, as well as before the Equal Employment Opportunity Commission and other government agencies. A skilled litigator, Chad has obtained dismissals and summary judgments in cases involving background check, sexual harassment, race, sex, pregnancy and wage discrimination, whistleblower, and retaliation claims, among others.

**Background Checks.** Chad is a core member of the Littler team that handles background check matters. Chad works extensively with employers on compliance with the wide array of laws governing the use of background checks when making employment decisions. These laws include the federal Fair Credit Reporting Act (FCRA), state and local “ban the box” laws, state fair credit reporting acts, Title VII, and state and local anti-discrimination laws. Chad likewise advises and represents consumer reporting agencies on compliance with, and in litigation arising from, these background check laws. He has served as lead or co-lead counsel in numerous putative class action cases against employers and consumer reporting agencies for alleged violations of the FCRA. Chad has also worked extensively with in-house legal departments and human resources departments in developing background check procedures and processes in various industries, including commercial trucking and logistics, healthcare, insurance, manufacturing, and retail.

**Business Restructuring and M&A.** Chad is a core member of Littler’s Business Restructuring and M&A Practice Group. He regularly advises employers on issues arising from reductions-in-force, mass transfers of employees to different entities, and other business restructuring matters. This includes advice relating to compliance with various state and federal laws, including the federal Worker Adjustment and Retraining Notification Act (WARN), state and local mini-WARN and notice statutes, the Older Workers Benefit Protection Act (OWBPA), and state and local laws impacting severance agreements. Chad has also assisted employers with employment law issues arising in the context of mergers and acquisitions, including conducting pre-acquisition due diligence and strategies for addressing any issues that are discovered.

**Unfair Competition and Trade Secrets.** Chad has extensive experience advising and representing employers with respect to laws governing restrictive covenant agreements and trade secrets. Chad has worked with numerous employers to develop employee restrictive covenant and confidentiality agreements in multiple states. He has served as lead or co-lead counsel for employers in both the prosecution and defense of restrictive covenant, trade secret, and corporate raiding litigation, obtaining decisions granting injunctive relief on the plaintiff-side and denying injunctive relief on the defense-side.

After graduating from law school, Chad served as a judicial law clerk to the Hon. Brian Sandoval of the U.S. District Court for the District of Nevada. In law school, he was managing editor of the *Ohio State Law Journal*.

## Professional and Community Affiliations

- Member, Ohio State Bar Association

## Events & Speaking Engagements

### **Avoid The Crosshairs As CRA Dispute Reinvestigations Are Being Targeted**

Professional Background Screening Association (PBSA)

September 11, 2023

### **Pardons, Expungements and Post-Conviction Relief, Oh My!**

Professional Background Screening Association, Mid-Year Conference

April 17, 2023

### **Your Data Can Help or Hurt You: What Should You Do?**

Professional Background Screening Association (PBSA) Annual Conference 2022

September 12, 2022

### **Surviving the COVID-19 Aftermath: Business Restructuring Options to Overcome the Challenges Businesses Are Facing**

Littler Executive Employer Conference

May 6, 2022

**Upgrading Your People Practices To Enhance Compliance**

PBSA Annual Conference

September 13, 2021

**State of the States**

2021 PBSA Mid-Year Legislative & Regulatory Conference

April 20, 2021

**Brain Twisters in Employment Screening**

PBSA Annual Conference

September 2020

**The Next Normal: Getting Back to Business in Ohio**

August 3, 2020

**Upgrading Personnel Practices to Enhance Compliance**

PBSA Webinar

May 27, 2020

**FCRA Basics: Spotting Common Traps for CRAs**

NAPBS Annual Conference

September 10, 2019

**How to Ride the Next Wave of Background Check Class Actions? Get Up to Speed Now on Gnarly State and Local Requirements**

2019 Executive Employer Conference, Phoenix, AZ

May 9, 2019

**Employers and CRAs as Partners: 5 Tips for Enhancing Compliance and Applicant Experience**

NAPBS Mid-Year Legislative and Regulatory Conference, Arlington, VA

March 25, 2019

**2019 Hot Topics in Employment and Labor Law**

Columbus, OH

February 21, 2019

**Background Checks**

Littler Executive Employer, Phoenix, AZ

May 4, 2018

**2018 Hot Topics in Employment and Labor Law**

Columbus, OH

February 1, 2018

### **Digging Into Background Checks—Advanced Issues and Complex Relationships**

Littler and ACC of Central Ohio Employment Law Update, Cleveland, OH

June 15, 2017

### **2017 Hot Topics in Employment & Labor Law**

Columbus, OH

February 2, 2017

### **Strategies for Managing Employee Leave and Medical Issues Amid Conflicting Concerns**

Littler and Human Resources Association of Central Ohio Employment Law Update

July 17, 2014

### **Goodbye is Forever or Isn't It? Planning for Departure, Getting Clear Title to Your Social Media Assets and Otherwise Protecting Your Business Information**

Littler and Human Resources Association of Central Ohio Employment Law Update

July 18, 2013

## **Recognition**

- Recipient, CALI Excellence for the Future Award in Employment Law

## **Education**

J.D., The Ohio State University Moritz College of Law, 2005, *With Honors*

B.A., Allegheny College, 2002, *magna cum laude*

## **Bar Admissions**

Ohio

## **Courts**

U.S. Court of Appeals, 6th Circuit

U.S. District Court, Northern District of Ohio

U.S. District Court, Southern District of Ohio

U.S. District Court, District of Colorado

U.S. District Court, Northern District of Florida

U.S. District Court, Northern District of Indiana

U.S. District Court, Southern District of Indiana

U.S. District Court, Eastern District of Wisconsin

U.S. District Court, Western District of Wisconsin

## **Publications & Press**

### **The CFPB Cautions Employers About Using Technology to Track, Assess, and Evaluate Workers**

*Littler ASAP*

October 29, 2024

### **Maryland WARN Act does not provide a private right of action to terminated workers**

*Wolters Kluwer*

October 18, 2024

### **Maryland WARN Act does not Provide a Private Right of Action to Workers Terminated in Violation of the Law**

*Wolters Kluwer*

October 4, 2024

### **Maryland WARN Act Does Not Provide a Private Right of Action to Terminated Workers**

*SHRM*

September 30, 2024

### **Maryland WARN Act Does Not Provide a Private Right of Action to Workers Terminated in Violation of the Law**

*Littler ASAP*

September 24, 2024

### **The County of Los Angeles Will Soon Post Notice and Sample Documents to Comply with the County's Sweeping Fair Chance Ordinance**

*Littler ASAP*

August 30, 2024

### **County of Los Angeles Enacts a Sweeping Fair Chance Ordinance for the Unincorporated Areas of the County that Far Exceeds Federal and California Law**

*Littler ASAP*

March 13, 2024

### **Gainesville First City in Florida to Pass Fair Chance Hiring Law Restricting Private Employers' Use of Criminal History**

*Littler ASAP*

February 1, 2023

### **Ninth Circuit Rules Only Named Plaintiff Must Have Article III Standing For Class Certification**

*Littler ASAP*

March 2, 2020

**Toledo Becomes Second Ohio City to Pass Salary History Ban**

*Littler ASAP*

August 5, 2019

**Cincinnati Bans Salary History Inquiries**

*Littler ASAP*

March 15, 2019

**Littler Elevates 28 Attorneys to Shareholder**

*Press Release*

January 3, 2018

**Checking in on Employment Background Checks**

*Client White Paper*

November 2017

**Beware Spokeo?**

*National Association of Professional Background Screeners Journal*

May 1, 2017

**Third Circuit Rules "Subgroup" Disparate Impact Claims Are Cognizable Under the ADEA**

*Littler ASAP*

February 14, 2017

**The Big Move Toward Big Data in Employment**

*Littler Report*

August 4, 2015