



## Katelyn W. McCombs

Of Counsel

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### Practice Areas

Wage and Hour  
Class Action  
Discrimination and Harassment  
Litigation and Trials  
Handbooks and Policies

### Overview

Katelyn McCombs counsels and represents employers in a broad range of employment law matters arising under federal and state law, including wage and hour issues, nationwide class and collective action defense, and discrimination, harassment and retaliation litigation. She regularly handles matters in these areas in federal and state courts, and before federal, state, and local agencies, including responding to administrative complaints. Katelyn also regularly provides advice and counseling to clients, including drafting employee handbooks and personnel policies and conducting pay equity audits for employers.

Katelyn has focused her career on representing companies with their litigation and counseling needs. She has experience litigating cases through investigation, summary judgment, in arbitration, and on appeal. Katelyn has defended both single plaintiff cases and class and collective actions. Her experience working with a broad range of national, regional, and local employers has also given her important insight into various industries, understanding into specific issues faced by employers, and how to navigate such issues. She has experience advising employers of all sizes on their handbook policies in an effort to help them avoid litigation.

### Professional and Community Affiliations

- Member, Emerging Leaders Advisory Committee, Western Pennsylvania Conservancy
- Board Member, Grow Pittsburgh

### Events & Speaking Engagements

## **Navigating Change in the New Administration: Insights for In-House Counsel and Human Resources**

Pittsburgh, PA

February 5, 2025

## **Your Burning Employment Law Questions Answered**

February 21, 2024

## **When Every Day is "Blursday" - Wage and Hour Compliance for a Remote Workforce**

September 2, 2021

## **Issues Generated by Artificial Intelligence in the Workplace**

Western Pennsylvania Association of Corporate Counsel (ACC)

March 3, 2020

## **2019 Employment Law Update: Recent Developments and What's Coming Next**

Pittsburgh, PA

April 25, 2019

## **How to Handle the DOL's New Overtime Labor Regulations**

North Carolina Craft Brewers Guild Annual Conference, Winston-Salem, NC

November 3, 2016

## **Recognition**

- Named, Ones to Watch *The Best Lawyers in America*®, 2021-2025
- Recipient, CALI Award for the Future Award, Litigation Externship Clinic *Wake Forest University School of Law*

## **Education**

J.D., Wake Forest University School of Law, 2015

B.A., Campbell University, 2012, *summa cum laude*

## **Bar Admissions**

Pennsylvania

North Carolina

## **Courts**

U.S. Court of Appeals, 3rd Circuit

U.S. Court of Appeals, 4th Circuit

U.S. District Court, Eastern District of Pennsylvania

U.S. District Court, Middle District of Pennsylvania

U.S. District Court, Western District of Pennsylvania  
U.S. District Court, Eastern District of North Carolina  
U.S. District Court, Middle District of North Carolina  
U.S. District Court, Western District of North Carolina  
U.S. District Court, Southern District of Texas

## **Publications & Press**

### **Employer Takeaways From 2nd Circ. Equal Pay Ruling**

*External Publication*

November 14, 2023

### **Second Circuit Holds EPA “Factor Other Than Sex” Affirmative Defense Need Not Be Job-Related**

*External Publication*

October 31, 2023

### **Second Circuit Holds EPA “Factor Other Than Sex” Affirmative Defense Need Not Be Job-Related**

*Littler ASAP*

October 25, 2023

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

*Press Release*

August 19, 2021

### **DOL Ends Payroll Audit Independent Determination (PAID) Program for Employers**

*Littler ASAP*

February 1, 2021

### **DOL Addresses Independent Contractor Status of Tractor-Trailer Drivers under FLSA in Final Flurry of Opinion Letters**

*Littler ASAP*

January 20, 2021

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

*Press Release*

August 20, 2020