



Julie L. Gottshall

Partner

julie.gottshall@kattenlaw.com

Chicago

p +1.312.902.5645

Practices

FOCUS: Employment
Law and Litigation

Employee Benefits
Litigation, Dispute
Resolution and
Regulatory Audits

Executive
Compensation

Employee Benefits and
Executive
Compensation

Appellate and
Supreme Court
Litigation

Financial Services
Litigation

Litigation

Quantitative and
Algorithmic Trading

Industries

Private Client Services

Education

Recognition

Super Lawyers, Illinois,
2006, 2008–2019

Education

JD, The George
Washington
University Law
School

Julie L. Gottshall serves as the Chicago head of the Employment Law and Litigation practice. She practices nationally in the area of employment law, providing litigation representation and counseling on behalf of management. Julie assists employers in matters arising under federal, state and local employment laws, including Title VII, the Age Discrimination in Employment Act (ADEA), the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), the Fair Labor Standards Act (FLSA), the Worker Adjustment and Retraining Notification Act (WARN), the Illinois Whistleblower Act, and various state statutes and common law doctrines relating to employment.

Julie also represents both companies and individuals in matters relating to unfair competition and the enforcement of restrictive covenants, such as confidentiality and non-compete agreements. In addition to her litigation practice, Julie negotiates and drafts employment and separation agreements and restrictive covenant agreements, conducts workplace investigations, provides management training, and advises employers on implementing personnel policies and mitigating risk in employment decisions.

As a member of the Roster of Neutrals for the Employment Panel of the American Arbitration Association for more than 10 years, Julie regularly acts as an impartial third-party arbitrator in employment matters. Julie has decided arbitration cases initiated by employees (including high-level executives) and employers, involving discrimination, retaliation, harassment, wage and hour, restrictive covenants, and breach of contract. Previously, she served as an arbitrator for the Cook County Circuit Court mandatory arbitration process and became certified as a mediator for the Equal Employment Opportunity Commission (EEOC).

Julie has conducted management training sessions through organizations such as the Law Bulletin Council on Education in Management and the Institute for Applied Management and Law and has taught a graduate-level course in Human Resources Law at Loyola University Chicago's Institute of Human Resources and Industrial Relations. A frequent speaker at industry conferences, Julie has also been quoted on cutting-edge employment law issues in publications including the *Chicago Tribune*, *Crain's Chicago Business* and *Inside Counsel*.



BS, Cornell University

Bar Admissions

Illinois

Court Admissions

US District Court,
District of Arizona

US Court of Appeals,
Eleventh Circuit

US Court of Appeals,
Seventh Circuit

US District Court,
Northern District of
Indiana

US District Court,
Northern District of
Illinois

US District Court,
Western District of
Michigan

US District Court,
Eastern District of
Michigan

Advisories

- New York City Ban on Salary History Inquiries Set to Take Effect October 31 (October 17, 2017)
- SEC Whistleblower Protection: Recent Cautionary Tales and New Best Practices (February 23, 2017)
- Public Company Sanctioned by SEC for Including Illegal Anti-Whistleblower Provisions in Severance Agreements (August 17, 2016)
- The Notice Provision of the Defend Trade Secrets Act (DTSA): What Employers Must Do Now (May 20, 2016)

Books

- Co-author, *Conducting the Employment Practices Audit*, Illinois Institute for Continuing Legal Education, Employee Handbooks and Appendix (2003, 2010, 2013)

Newsletters

- *Health Care Perspectives* (March 2016)

Speaking Engagements & Presentations

- Speaker | Understanding the American Workplace: Tips for Managing to Minimize Liability | China General Chamber of Commerce | Chicago, Illinois (June 28, 2017)
- Panelist | Setting the Stage for a Successful Arbitration | 10th Annual Arbitration Training Institute | Chicago, Illinois (June 15–16, 2017)
- Co-Presenter | Random Topics for Algo Trading Firms: Recordkeeping, Trade Secrets Protection and Updates From the CFTC | FIA Principal Traders Group | Chicago, Illinois (June 28, 2016)
- Panelist | Just in Time for Summer: Position Limits, Regulation AT and Defend Trade Secrets Act | Webinar (June 7, 2016)
- Co-Presenter | Employment Arbitration | 9th Annual Arbitration Training Institute | Chicago, Illinois (June 2–3, 2016)
- Presenter | Employment Challenges in Medical Practices: Ten Tips to Minimize Liability and Better Manage Your Workforce | Employment Challenges in Medical Practices | Webinar (January 27, 2016)
- Moderator | Should Your Company Use Arbitration Agreements? | Law Bulletin Seminars 8th Annual Employment Law Conference (September 2013)
- Facilitator | Maximizing Efficiency & Economy in Arbitration | American Arbitration Association Training Program (March 2013)
- Panelist | Handling the Disgruntled Employee & the Exiting Executive | Law Bulletin Seminars 7th Annual Employment Law Conference (September 2012)



- Co-Presenter | New Employment Laws and Regulations | 2010 Human Resources Conference | Chicago, Illinois (May 12, 2010)
- Panelist | Protecting the Business through Restrictive Covenants | 2009 Law Bulletin Seminars Employment Law Conference (September 30, 2009)
- Speaker | New Laws, Bad Economy: An Update On The Changing Landscape Of Employment Law | Selected Federal Law Issues For Public Companies | Maumee, Ohio (September 22, 2009)
- Speaker | American Orthopedic Association | Chicago, Illinois (January 25, 2009)
- Panelist | Cutting Costs Without Landing Lawsuits: How to Plan and Implement Reductions in Force | Chicago, Illinois (December 3, 2008)
- Moderator | Retaliation and Whistleblower Claims: Recent Developments in the Law and Guidelines on Prevention | Employment Law Conference | Chicago, Illinois (October 1, 2008)
- Presenter | Bullying in the Workplace | Chicago, Illinois (February 7, 2008)