



**Doug Oldham advises employers of all sizes on a broad range of fair employment and wage and hour policies and practices to avoid disputes with employees. When those disputes are inevitable, Doug represents employers in employment discrimination and wage and hour litigation in courts across the country.**

Since joining the firm more than a decade ago, Doug has accumulated significant labor and employment litigation experience.

Doug is actively involved in briefing motions for summary judgment, motions to dismiss, and copious nondispositive motions in federal and state court employment lawsuits and appeals. He deposes plaintiffs and other fact witnesses in federal and state court employment litigation, examines and cross-examines fact witnesses, and prepares witnesses for testimony at trial.

Doug drafts and responds to written discovery in federal and state court employment litigation. He is skilled in negotiating with plaintiffs and charging parties alike to settle lawsuits and administrative charges of discrimination in mediation and court-mandated settlement conferences.

Notably, Doug drafts numerous position statements to defend clients against EEOC and equal employment opportunity agency investigations in order to obtain dismissal. He has interviewed hundreds of witnesses to investigate allegations contained in federal and state court employment lawsuits and equal employment opportunity agency investigations.

Moreover, Doug also advises clients regarding employment discrimination allegations, wage and hour disputes, and compliance with state and federal employment laws. Doug drafts and revises employment contracts, employee handbooks and policies, separation agreements and noncompetition agreements for compliance with applicable federal, state and local laws. He also designs and presents training sessions regarding harassment and discrimination prevention.

Doug is particularly valued for mentoring associates regarding employment law best practices and client relations.

## Douglas M. Oldham

### Of Counsel

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### EDUCATION

Northwestern University School of Law, (J.D.), participated in the Julius Miner Moot Court, 2004

Northwestern University, (B.A.), political science, 2001

### BAR ADMISSIONS

Illinois

Ohio

### COURT ADMISSIONS

U.S. District Court for the Central District of Illinois

U.S. District Court for the Northern District of Illinois

U.S. District Court for the Northern District of Indiana

U.S. District Court for the Northern District of Ohio

U.S. District Court for the Southern District of Ohio

U.S. District Court for the Western District of Michigan

### LANGUAGES

English

### PRACTICES

Discipline and Termination

## Honors

The Best Lawyers in America, 2024

Discrimination Defense  
Downsizing and WARN Act  
EEO Compliance  
Employment  
Employment Litigation  
Labor and Employment  
Wage and Hour

## INDUSTRIES

Motorsports