

# Edward E. Hollis

## Partner

Ted Hollis helps prevent, resolve and defeat employment litigation claims nationwide. With 24 years of experience providing employment law counseling and defense for companies and organizations of all sizes and across many industries, he works with clients proactively to implement strategies and policies to avoid employment disputes. When a claim does arise, Ted resolutely litigates on behalf of management.

## Labor & Employment

Ted guides clients through wage and hour compliance issues and defends employers against claims under the Fair Labor Standards Act and state wage and hour laws. He defends against individual, collective and class action lawsuits, represents employers during federal Department of Labor and state agency audits and investigations, and conducts internal audits of pay practices and policies.

For those employers who face employment discrimination, retaliation and harassment charges and lawsuits, Ted provides counsel and representation before the Equal Employment Opportunity Commission (EEOC) and state and local civil rights enforcement agencies, and conducts internal investigations.

Ted has litigated hundreds of claims in federal and state courts under:

- Fair Labor Standards Act (FLSA)
- Title VII of the Civil Rights Act of 1964
- Age Discrimination in Employment Act (ADEA)
- Americans with Disabilities Act (ADA)
- Family and Medical Leave Act (FMLA)
- OSHA retaliation/whistleblower claims
- Employee Retirement Income Security Act (ERISA Section 510 claims)
- State civil rights and wage and hour laws

He also regularly advises employers on HR management issues, including workplace safety and COVID-related concerns, HR compliance, discipline and terminations, handbook policies and procedures, employment and severance agreements, and RIF and WARN matters. Ted is a registered civil mediator in Indiana.

## Higher Education

With extensive experience representing clients within the higher education sector, Ted brings practical legal advice and best practices to colleges and universities on their obligations under employment laws and Title IX, and



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advises on a full range of employment-related matters for their institutions. Ted has defended public, private, and religiously affiliated colleges and universities in numerous lawsuits involving employment terminations of faculty and staff, as well as faculty denial of tenure claims.

### **Religious Institutions**

Ted also frequently represents religious institutions and provides guidance on the many special provisions in employment law that affect these organizations.

When travel restrictions ease, Ted plans to resume his passion for experiencing new cultures through international travel, where he has visited over 40 countries to date and all seven continents.

### **Legal Services**

- [Labor & Employment](#)
- [Class Action Defense](#)
- [Higher Education](#)
- [Tax-Exempt Organizations](#)

### **Education and Honors**

- Indiana University Maurer School of Law - Bloomington (J.D., *magna cum laude*)
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- Taylor University (B.A., *summa cum laude*)

### **Bar Admissions**

- Indiana

### **Court Admissions**

- U.S. Supreme Court
- U.S. Court of Appeals, 2nd Circuit
- U.S. Court of Appeals, 4th Circuit
- U.S. Court of Appeals, 7th Circuit
- U.S. Court of Appeals, 10th Circuit
- U.S. District Court, Northern District of Indiana
- U.S. District Court, Southern District of Indiana
- U.S. District Court, Western District of Michigan
- U.S. District Court, Eastern District of Wisconsin
- U.S. District Court, Northern District of Texas
- Indiana Supreme Court