

Edward Hollis

PARTNER

Indianapolis

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About Ted

Experienced, proactive employment law counsel for companies of any size

Ted Hollis helps prevent, resolve and defeat employment litigation claims nationwide. He defends employment-related administrative claims and lawsuits, guides clients through wage and hour compliance issues, advises on day-to-day HR management issues and counsels on best practices to avoid employment law disputes. Ted's experience includes:

- **Advising employers in addressing employment law matters**, helping them stay in compliance and out of court.
- **Defending employers in court against a broad range of employment law litigation claims**, including individual, collective and class action lawsuits.
- **Representing employers during EEOC, Department of Labor, and state EEO and wage and hour agency audits and investigations.**
- **Conducting internal investigations and audits of personnel practices and policies.**

With more than 26 years of experience providing employment law counseling and defense for companies and organization of all sizes and across many industries, Ted works with clients to proactively implement strategies and policies aimed at avoiding employment disputes. When a claim does arise, management can count on him to resolutely litigate on its behalf.

Ted also represents companies in defending website accessibility claims under Title III of the Americans with Disabilities Act and various state and local laws.

Education and Honors

Indiana University
Bloomington School of Law
(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





Experience in Action

- **Counsels employers who face employment discrimination, retaliation and harassment charges and lawsuits**, and represents them before the Equal Employment Opportunity Commission (EEOC) and state and local civil rights enforcement agencies.
- **Litigates claims in federal and state courts** under the 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), Employee Retirement Income Security Act (ERISA Section 510 claims), OSHA retaliation/whistleblower claims, and state civil rights and wage and hour laws.
- **Advises 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.
- **Represents higher education and religious institutions** on the many special provisions within employment law that impact them.

U.S. District Court, Western District of Wisconsin

U.S. District Court, Northern District of Texas

U.S. District Court, Southern District of Illinois

Indiana Supreme Court

Recent Success

- Obtained a favorable summary judgment ruling for a university, defeating multiple discrimination and retaliation claims.
- Represented a hospital during a Department of Labor wage and hour audit, resulting in investigation closure with no violations found.
- Guided employer through successful restructuring and job elimination of sensitive positions, including negotiation of severance agreements.
- Obtained no-cause dismissals of EEOC charges for numerous employers.





Capabilities

Labor, Employment & Benefits

Class Action Defense

Higher Education

Tax-Exempt Organizations

Employment Advice, Counseling and Training

Employment Litigation and Dispute Resolution

Internal Investigations and Compliance

Research Institutions & Higher Education

Wage and Hour Compliance and Defense

Professional & Civic Activities

- National Association of College and University Attorneys (Member)

