

William Walden

PARTNER

Chicago

t. (312) 715-5111

william.walden@quarles.com



About Will

Achieving business solutions for clients in labor and employment

William Walden helps clients achieve business objectives, manage employment compliance risks and enhance litigation outcomes. In addition to his litigation experience in federal and state court, William regularly defends clients in government agency investigations and leads internal investigations into human resources complaints. William also advises his clients on the full range of HR, talent and people issues, such as:

- **Trade secret protection and the enforcement of non-compete agreements**
- **Leave management and disability accommodation procedures**
- **Health and safety matters**
- **Wage and hour compliance**
- **Employee performance management, discipline and policy design**

William's litigation, investigation and HR counseling practices span several industries, including logistics, transportation, food solutions, nonprofit and tax-exempt organizations, energy, technology, health care and emerging startups.

Experience in Action

- **Defending class, collective and single-plaintiff actions** that raise employment-related claims.
- **Evaluating labor and employment risks in mergers, acquisitions, divestitures and other corporate transactions.**

Education and Honors

Northwestern University Law School (J.D., *cum laude*, 2012)

- Northwestern Journal of Law and Social Policy (Senior Articles Editor, 2011-2012)

University of Illinois Urbana-Champaign (B.A., *cum laude*, 2005)

Bar Admissions

Illinois

Court Admissions

U.S. District Court, Northern District of Illinois, 2013

Languages

Spanish





- **Advising clients on weekly decisions related to employment contracts, performance management, disability and pregnancy accommodations, leave requests, wages and compensation, discipline, terminations, severance packages, reductions in force, business restructuring, drug testing and background checks.**

Recent Success

- Led and advised on hundreds of internal investigations into claims of discrimination, harassment, hostile work environment, whistleblower retaliation and other forms of employee misconduct.
- Designed policies, processes and training solutions for Americans with Disabilities Act compliance that positioned a client for an early exit from a federal court consent decree in an EEOC enforcement action.
- Defended clients against dozens of employment-related lawsuits, government investigations and legal demands.

Capabilities

Labor, Employment & Benefits

OSHA and Workplace Safety

Long-Term Care and Senior Housing

Banking & Financial Institutions

Appellate

Financial Institutions Litigation

Employment Advice, Counseling and Training

Employment Litigation and Dispute Resolution

Internal Investigations and Compliance

Wage and Hour Compliance and Defense

Professional Recognitions

- *Best Lawyers in America*[®] "Ones to Watch," Labor and Employment Law - Management, 2022, 2023
- Named to Lawyers of Color Hot List, 2014
- Illinois *Super Lawyers*[®] Rising Stars, Employment & Labor, 2022

Professional & Civic Activities

- Chicago Bar Association (Member)
- Legal Extern: Honorable Judge Morton Denlow (Retired) of the Northern District of Illinois (2010)

