



## Brittany Raia

### Associate

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## OVERVIEW

Brittany Raia is an associate in the firm's Labor, Employment, and Workplace Safety practice. She focuses on conducting internal employment investigations, counseling companies on difficult employee relations issues, and defending employers in employment litigation and arbitration matters. Brittany regularly handles internal and government employment-related investigations, including investigations involving sexual harassment and other #MeToo allegations, discrimination, retaliation, bullying, and trade secret misappropriation. She also counsels employers on a wide variety of employment and compliance issues, including terminations, anti-harassment and anti-discrimination programs and trainings, employee complaint mechanisms and investigations, employee handbooks, disability accommodation, and family and medical leave matters, as well as severance agreements, nondisclosure and confidentiality agreements, and employment contracts.

Brittany also represents clients in a wide range of employment litigation matters, including those involving race, age, and gender discrimination and harassment claims, whistleblower complaints, trade secret misappropriation, defamation, executive compensation disputes, and breach of contract.

Brittany has represented employers in single plaintiff and class action cases at both the trial court and appellate levels, as well as in arbitration and mediation.

## PROFESSIONAL BACKGROUND

Prior to joining the firm, Brittany served as an associate at a Global 10 law firm in Washington, D.C. where she conducted employment-related investigations, counseled clients on employment matters, and represented clients in both federal and state court and arbitration, in cases involving allegations of employment discrimination, trade secret misappropriation, breach of contract, and executive compensation disputes.

During law school, Brittany served as an Articles and Notes Editor on the American Criminal Law Review and as a Student Attorney in Georgetown's Domestic Violence Clinic, where she advocated on behalf of indigent victims of domestic violence seeking temporary and civil protection orders. Brittany also interned at the United States Attorney's Office for the District of Columbia as lead intern to counsel to the United States Attorney and as a legal intern in the Sex Offense and Domestic Violence division.

In 2013, Brittany graduated with highest distinction from the University of North Carolina at Chapel Hill with a B.A. in Journalism and Mass Communication.

## EDUCATION

- J.D., Georgetown University Law Center, 2016 (*magna cum laude, order of the coif*)
- B.A., University of North Carolina, 2013 (*with highest distinction*)

## ADMISSIONS

- Bar of District of Columbia
- Bar of North Carolina

## THOUGHT LEADERSHIP POWERED BY HUB

- 27 March 2024, Proposed Rule by the Federal Acquisition Regulatory Council Would Ban the Use of Salary History Data by Federal Contractors and Require Disclosure of Salary Ranges in Job Postings
- 16 March 2023, Delaware Court Finds Corporate Officers Have Duty of Oversight and Sexual Harassment Can Be a Breach of the Duty of Loyalty
- 20 February 2023, 2022 Health Care Employment Law Year in Review
- 15 February 2022, Congress Passes #MeToo Bill to Nullify Forced Arbitration of Workplace Sexual Harassment and Assault Claims

## NEWS & EVENTS

- 9 May 2023, K&L Gates Advises SPX Technologies on Agreement to Purchase Electrical Heating Solutions Leader

## MEDIA MENTIONS

- Mentioned, "SPX Technologies to acquire ASPEQ Heating Group from Industrial Growth Partners for \$418m," *MergerLinks*, 2 May 2023

## AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Employment Disputes and Investigations
- Employment Issues in Business Transactions

- Human Resource Advice and Compliance
- OFCCP and Affirmative Action Compliance
- Wage and Hour
- Workplace Safety

## REPRESENTATIVE EXPERIENCE

### Investigations

- Represented a Special Committee of the Board of Directors of Wynn Resorts to investigate sexual misconduct allegations against then-CEO and Chairman of the Board Steve Wynn
- Investigated highly-publicized sexual harassment allegations against a senior executive at a large media company
- Conducted confidential investigation for large public company into highly sensitive and confidential trade secret dispute with former employee and competitor
- Represented large public company in multiple government investigations regarding company's response to COVID-19
- Conducted and managed investigation into employee complaint of harassment and communication issues between Legal and Quality departments at Fortune 500 food and snack company
- Conducted culture review investigation for software analytics company following merger

### Counseling

- Advised CEO of home furnishings supplier regarding restrictive covenant agreement
- Prepared and conducted internal investigations training for internet privacy company's HR team
- Advised investor relations company on enhanced sexual harassment training protocols following employee complaint, and prepared and conducted anti-harassment training for CEO and President
- Counseled automobile manufacturer on workforce reduction, compensation, essential employee classification, and return-to-work policies in response to COVID-19 pandemic
- Advised large retail company on employee complaint mechanisms and internal investigations protocol

### Litigation and Arbitration

- Represented Brian J. Karem, Playboy's White House Correspondent, in a victory resulting in the reinstatement of Mr. Karem's White House press pass credentials and an order prohibiting future suspension of his credentials
- Represented a globally leading fashion model agency and procured a temporary restraining order and preliminary injunction prohibiting former employees from engaging in anti-competitive behavior harming agency's business

- Obtained complete grant of summary judgment in an arbitration involving pregnancy discrimination, hostile work environment, and related claims
- Represented and helped to obtain favorable settlement for healthcare technology company in an arbitration brought by a former executive alleging breach of contract
- Represented the Legal Aid Society for the City of New York pro bono in a lawsuit alleging Legal Aid engaged in reverse-discrimination