

Ken Willner is vice chair of the Paul Hastings Employment Law Department. He is based in the firm's Washington, D.C. office. He represents employers, particularly focusing on employment discrimination class actions, employment testing and validation, wage/hour collective actions, statistics, disability discrimination; protection of employer intellectual property; and drug and alcohol testing.

Mr. Willner is a recognized leader of the management bar in the fields of employment discrimination class actions and employment testing and validation. He represents employers in employment law and litigation in federal and state courts and before the Equal Employment Opportunity Commission and Office of Federal Contract Compliance Programs. He has deep experience with employment law class actions; employment testing; test validation, statistics and expert witnesses, as well as individual cases; discrimination litigation; sexual harassment; disability discrimination; wage and hour advice and litigation; family/medical leave; affirmative action; compliance reviews; wrongful discharge; traditional labor law; labor relations; unfair labor practice charges; executive contract negotiations; protection of employer intellectual property; non-competition covenants; drug and alcohol testing; and employment law torts. Mr. Willner's clients include companies that make or use employment tests, financial institutions, major retail chains, airlines, manufacturers, government entities, government contractors, high-tech firms, industry associations, local government associations, professional service organizations, accounting firms, law firms, real estate companies, environmental companies, and individuals.



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Accolades and Recognitions

- Elected a Fellow of the College of Labor and Employment Lawyers
- Recognized by *Chambers* and *Partners* as a leading lawyer in labor and employment law
- Ranked by peers as among the Washington, D.C. "Super Lawyers"
- Named by BTI as a 2011 Client Service All-Star

Speaking Engagements and Publications

- "Developments in Equal Employment Opportunity Law," NELI, Employment Law Conference, November 2013 and May 2013 and NELI, Public Sector Conference, August 2015, August 2014 and August 2013
- "Current Evidentiary Problems in Employment Litigation," ALI, Advanced Employment Law and Litigation Conference, March 2015, February 2014, May 2013 and March 2013
- "Psychiatric and Psychological Exams of Employees," Practising Law Institute, Psychological Issues in Employment Law, March 2015
- "Drug Testing Issues," ALI, Airline and Railroad Labor and Employment Law: A Comprehensive Analysis, April 2014
- "Class Actions after *Walmart*," ALI, Advanced Employment Law and Litigation Conference, February 2014 and March 2013
- "Choosing and Working With an Expert Witness," and "Class Actions after *Walmart*," ERS Group, Employment Discrimination: Economic and Statistical Evidence Seminar, February 2014

- "Major Employee Leave Laws," Webcredenza, Managing Employee Leave telephone seminar, July 2013

Professional and Community Involvement

- Member of the Employment Law sections of the American Bar Association, the Virginia Bar Association, and the District of Columbia Bar Association
- Admitted to the Bar Associations of the Commonwealth of Virginia and the District of Columbia, as well as the U.S. Supreme Court; U.S. Courts of Appeals for the Third, Fourth, Sixth, Eighth, Tenth, and District of Columbia Circuits; and the U.S. District Courts for the Eastern District of Virginia, the District of Columbia, and the Western District of Pennsylvania

Education

- University of Virginia School of Law, J.D., 1987; Order of the Coif; *Virginia Law Review*
- University of Virginia, B.A., 1984