

Benson E. Pope

Shareholder

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Focus Areas

Wage and Hour
Whistleblowing, Compliance and Investigations
Discrimination and Harassment
Class Action
Contractors, Staffing and Contingent Workers

Overview

Ben Pope represents employers in a broad range of employment matters arising under state and federal laws. His practice primarily focuses on issues involving:

- The Fair Labor Standards Act
- The Sarbanes-Oxley Act
- The Dodd-Frank Act
- Title VII of the Civil Rights Act of 1964
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Family and Medical Leave Act
- The Occupational Safety and Health Act
- Contingent workers and independent contractors
- Other state and federal laws governing employment relationships

For nearly twenty years, Ben has successfully defended lawsuits alleging single plaintiff and class claims, including alleged class-wide wage hour violations, systemic discrimination, and retaliation for purported violations of securities laws. He has obtained defense verdicts in jury trials in both federal and state courts. Ben has also represented clients before various federal and state agencies, including the Equal Employment Opportunity Commission, the National Labor

Relations Board, the Department of Labor and the Occupational Safety and Health Administration. He has defended clients against claims involving:

- Whistleblower allegations
- Wage and hour and overtime violations
- Wrongful termination
- Discrimination
- Harassment
- Equal pay
- Unfair competition
- Theft of trade secrets
- Intentional infliction of emotional distress
- Invasion of privacy
- Breach of contract
- Racketeer Influenced and Corrupt Organizations Act (RICO)

In law school, Ben served as an editor on the *Georgia Journal of International and Comparative Law*. He also was a member of the Moot Court Board and was named Best Oralist and received awards for Best Brief and Best Team at the 2002 Intrastate Competition.

Professional and Community Affiliations

- Member, Decatur Business Association
- Member, Labor and Employment Section, American Bar Association
- Member, Employment Section, Atlanta Bar Association
- Member, Buckhead Professional Group

Recognition

- Named, Rising Star, Labor and Employment Litigation, *Super Lawyers*, 2011, 2013 - 2017

Education

J.D., University of Georgia, 2003, *cum laude*

B.A., University of Georgia, 2000, *summa cum laude*

Bar Admissions

Georgia

Courts

U.S. Court of Appeals, 11th Circuit
U.S. District Court, Northern District of Georgia
U.S. District Court, Middle District of Georgia
U.S. District Court, Southern District of Georgia
Georgia Supreme Court
Georgia Court of Appeals
Georgia Superior Courts

Publications & Press

Annual Report on EEOC Developments – Fiscal Year 2023

Littler Report

May 6, 2024

Highlights of the Federal Proposals to Regulate NIL Deals

Littler Insight

February 6, 2024

When Will a Settlement Agreement Preclude a False Claims Act Action?

Littler ASAP

August 25, 2023

Annual Report on EEOC Developments – Fiscal Year 2022

Littler Report

April 25, 2023

Annual Report on EEOC Developments – Fiscal Year 2021

Littler Report

April 26, 2022

Annual Report on EEOC Developments – Fiscal Year 2020

Littler Report

March 1, 2021

Annual Report on EEOC Developments – Fiscal Year 2019

Littler Report

March 5, 2020

Annual Report on EEOC Developments – Fiscal Year 2018

Littler Report

January 28, 2019

Annual Report on EEOC Developments — Fiscal Year 2017

Littler Report

February 27, 2018

How to Spot a Whistleblower and Prevent Retaliation: 10 Tips

Corporate Counsel Magazine

February 13, 2018

Annual Report on EEOC Developments – Fiscal Year 2016

Littler Report

February 27, 2017

Annual Report on EEOC Developments – Fiscal Year 2015

Littler Report

January 12, 2016

NLRB Ruling Around Joint Employers Could Affect Franchisor Relationships

Private Duty Insider

September 23, 2015

Annual Report on EEOC Developments - Fiscal Year 2014

Littler Report

January 5, 2015

Annual Report on EEOC Developments - Fiscal Year 2013

Littler Report

January 22, 2014

Littler Elevates 16 Attorneys to Shareholder

Littler Press Release

January 2, 2014

Annual Report on EEOC Developments – Fiscal Year 2012

Littler Report

January 8, 2013

The Long Wait for a New Era in Georgia's Law on Post-Employment Covenants May Last a Bit Longer

Littler Insight

November 12, 2010

New Era in Georgia for Post-Employment Restrictive Covenants

Littler Insight

November 7, 2010

The Administrative Exemption in the Financial Services Industry

Littler Report

September 13, 2010

Court Limits Proposed Class in Automatic Meal-Break Deduction Case Against Hospital

Littler ASAP

August 10, 2010

The Next Wage and Hour Battle: The Classification of Underwriters and the Continuing Controversy Over the Administrative/Production Dichotomy

2010

Independent Contractor or Employee-The Risks of Misclassification

2008

Speaking Engagements

What We Learned from Whistleblowers and Their Complaints in 2022 and What to Watch Out for in 2023

February 22, 2023

Employment Law 101

IAML Conference, Atlanta, GA

April 22, 2022

Fielding Whistleblower Complaints: How to Investigate, Avoid Retaliation, and Ensure Your Company Doesn't Drop the Ball

Littler Webinar

December 4, 2018

Compliance Strategies for Common Targets of Wage-Hour Litigation

Client Presentation

March 8, 2018

Oiling the Squeakiest Wheel: How to Handle a Whistleblower and Prevent Retaliation

October 25, 2017

The Employee from Hell: Investigating, Managing, and Responding to the Squeakiest Wheel

Coca-Cola, Tampa, FL

February 4, 2015

The 2014 Atlanta Employer Conference

Atlanta, GA

October 9, 2014

Whistleblowing and Retaliation: Hot Topics and Practice Pointers

Littler Mendelson, Atlanta, GA

October 9, 2014

The Use of Experts in Wage and Hour Cases

Bridgeport Continuing Education, Miami, FL

March 28, 2014

Who's that Knocking on the Door? Preparing for and Responding to DOL Investigations

Littler Mendelson, Atlanta, GA

August 15, 2013

Whistleblowing and Retaliation: The Wave of the Present

State Bar of Georgia

February 10, 2012

Nuts and Bolts of Employment Law

State Bar of Georgia

February 2010

Sex Offenders, Terrorists & Video Resumes: How Far Can You Go To Get Information On Applicants & Employees?

Lorman Education Services, Atlanta, GA

February 2009

Employment Laws & Torts: Breach of Contract, Discrimination Laws, Georgia Torts

Lorman Education Services, Atlanta, GA

February 2009

What Are the Employer's Minimum Wage & Overtime Obligations?

Lorman Education Services, Atlanta, GA

August 2008

Independent Contractor or Employee? The Risks of Misclassification

2008

Books & Book Chapters

- *Whistleblowing & Retaliation*, Contributing author, 2016