

## Dennis Mont Brown

Shareholder

50 West San Fernando Street

7th Floor

San Jose, CA 95113

main: (408) 998-4150

direct: (408) 795-3468

fax: (408) 288-5686

dmbrown@littler.com



---

## Focus Areas

Class Action

Litigation and Trials

Discrimination and Harassment

Wage and Hour

Arbitration

## Overview

Dennis M. Brown is an experienced litigator with a special emphasis on complex litigation, including:

- Class and collective action avoidance and defense
- Wage and hour litigation and advice
- Sexual harassment
- Employment discrimination
- Wrongful termination
- Employment practices liability insurance matters

He represents clients in state and federal courts and before the Equal Employment Opportunity Commission, the Department of Fair Employment and Housing, and the California Labor Commissioner. He has experience with claims involving:

- Title VII
- The Fair Labor Standards Act
- The Fair Employment and Housing Act
- The California Labor Code
- California wage and hour laws

In addition to handling state and federal litigation and trial work, Dennis also handles arbitration and mediation. He serves a diverse group of clients, including:

- Large retail chains
- Banks and other financial institutions
- High-technology employers
- Pharmaceutical companies
- Construction companies
- Insurance companies
- Professional sports franchises

Highly-knowledgeable about employment practices liability insurance issues, Dennis has authored several articles on the subject. He also has been interviewed or quoted on the subject by several leading publications and news sources.

Dennis also regularly counsels employers on day-to-day employment law issues, such as compliance with workplace statutes and regulations, personnel policies, and risk management protocols including mandatory arbitration.

Dennis is co-creator of the firm's Risk Management Program. He previously served as office managing shareholder in Littler's San Jose office and was a member of the firm's Board of Directors. He is an initial founding member and past chair of the Governance Committee, as well as the past chair and a current member of the EPLI Committee, founding member and chair of the Board's Finance Committee, member of the firm's Global Board of Directors, and on the Board of Directors of Compliance HR. A frequent speaker before business and professional associations, Dennis has also served as an expert commentator for the national media on issues of sex harassment.

## Professional and Community Affiliations

- Member, American Inns of Court
- Former President, William A. Ingram Inn of Court, 2010-2012
- Former Member, Board of Directors, ELT, Inc.

## Recognition

- Named, The Best Lawyers in America®, 2010-2023
- Named, Super Lawyer, *Super Lawyers*, 2004, 2006-2007, 2009-2021, 2023

## Education

J.D., Santa Clara University School of Law, 1986

B.A., University of California, Berkeley, 1983

## Bar Admissions

California

## **Publications & Press**

### **Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

### **Law firms are embracing the legal tech boom**

*San Francisco Business Times*

January 29, 2021

### **Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

### **Vaccination requirements could pit safety concerns vs. ADA, Title VII**

*HR Exchange*

July 22, 2020

### **Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

### **Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

### **Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

### **The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Littler Press Release*

August 16, 2016

### **Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Littler Press Release*

August 18, 2015

### **Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Littler Press Release*

August 18, 2014

**Littler Names Lisa “Lee” Schreter as Chair of Board of Directors**

*Littler Press Release*

January 28, 2014

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Littler Press Release*

August 15, 2013

**Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition**

*Littler Press Release*

September 7, 2012

**Judge sends gender bias case against CIGNA to arbitration**

*National Law Journal*

April 19, 2012

**New labor laws mean money**

*Monterey County Herald*

January 12, 2012

**Legislators, EEOC scrutinize employment ads**

*InsideCounsel*

October 1, 2011

**Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition**

*Littler Press Release*

September 12, 2011

**Wal-Mart's sex-discrimination ruling limits class action worker suits**

*Silicon Valley / San Jose Business Journal*

June 24, 2011

**Automatic Meal-Break Class Action Against Hospital Dismissed, Preempted by LMRA**

*Littler ASAP*

October 5, 2010

**Seventy-Two Littler Attorneys Named to The Best Lawyers in America® 2011**

*Littler Press Release*

August 9, 2010

**E-mail Faux Pas, Like Ones in Goldman Case, Common**

*Reuters*

April 27, 2010

**Guidelines for Avoiding a Gender Stereotyping Claim**

*InsideCounsel*

April 1, 2010

**EEOC To Get More Aggressive In 2010, Lawyers Say**

*Law360.com*

January 20, 2010

**Virtual Sexual Harassment Nothing To LOL About**

*Employment Law 360*

November 6, 2009

**61 Littler Attorneys Named to The Best Lawyers in America<sup>®</sup> 2010**

*Littler Press Release*

August 14, 2009

**Compete without the noncompete**

*Silicon Valley / San Jose Business Journal*

October 19, 2008

**Dennis Brown Urges Employers to Delete Video Resumes**

*National Law Journal*

June 4, 2007

**Dennis Brown and Marlene Muraco Highlighted at Monterey Conference**

*Monterey Herald*

January 31, 2007

**Marko Mrkonich and Dennis Brown Highlight Littler's Migration Practice**

*Los Angeles Daily Journal*

August 8, 2006

**Risky Business**

*Inc. Magazine*

September 2004

**Email: When E Stands For Embarrassing**

*CNET News*

May 17, 2002

**Bias Suits Forcing Review of HR Practices**

*Supermarket News*

April 1998

**Speaking Engagements**

**New Employment and Labor Laws for 2015**

San Jose, CA

January 14, 2015

**2012 Employment Law and Leadership Conference**

Monterey, CA

January 11, 2012