

## Margaret Parnell Hogan

Shareholder

1900 Sixteenth Street  
Suite 800  
Denver, CO 80202  
main: (303) 629-6200  
direct: (303) 362-2886  
fax: (303) 629-0200  
mphogan@littler.com



---

### Focus Areas

Discrimination and Harassment  
Class Action  
Investigations  
Leaves of Absence and Disability Accommodation

### Overview

Margaret Parnell Hogan represents companies in a variety of industries including transportation, technology, finance, government contracting and the oil and gas industry. She represents these companies in federal and state courts across the country and before administrative agencies such as the Equal Employment Opportunity Commission (state equivalents) as well as the Department of Labor. Margaret focuses her litigation practice on:

- Discrimination class actions
- Wage and hour collectives
- Harassment litigation
- Disability claims
- Employment discrimination claims

Additionally, Margaret frequently counsels clients on a variety of human resource matters, including:

- Compliance with Title VII
- The Americans with Disabilities Act (ADA)
- The Family and Medical Leave Act (FMLA)
- Issues of progressive discipline
- Termination of employees

Margaret has also conducted high level internal investigations as well as conducted training programs and seminars for all levels of employees on topics such as conducting legal investigations, preventing harassment in the workplace, and compliance with the ADA and the FMLA.

A shareholder in Littler's Denver office, Margaret began her career in the firm's Chicago office. She is co-chair of Littler's Women's Leadership Initiative (WLI).

## Professional and Community Affiliations

- Member, Colorado Bar Association
- Member, Denver Bar Association
- Member, Federal Bar Association
- Member, National Association of Women Lawyers
- Member, Wyoming Bar Association

## Recognition

- Named, The Best Lawyers in America®, 2021-2025

## Education

J.D., Chicago-Kent College of Law, 1999, *With Honors*

B.A., University of Wisconsin, Madison, 1994

## Bar Admissions

Colorado

Illinois

Wyoming

## Courts

U.S. Supreme Court  
U.S. Court of Appeals, 6th Circuit  
U.S. Court of Appeals, 7th Circuit  
U.S. Court of Appeals, 8th Circuit  
U.S. Court of Appeals, 10th Circuit  
Colorado Supreme Court  
Illinois Supreme Court  
Wyoming Supreme Court  
U.S. District Court, District of Colorado  
U.S. District Court, District of Wyoming  
U.S. District Court, Northern District of Illinois  
U.S. District Court, Central District of Illinois  
U.S. District Court, Northern District of Indiana  
U.S. District Court, Eastern District of Arkansas  
U.S. District Court, Western District of Arkansas

## Publications & Press

### **Conversations with Women: Recruiting and Retaining Women in the Current Legal Landscape**

*Littler Podcast*

March 28, 2024

### **Conversations with Women: Littler's Traditional Labor Practice**

*Littler Podcast*

March 31, 2023

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

*Littler Press Release*

August 19, 2021

### **Conversations with Women: From the Military to Law**

*Littler Podcast*

March 30, 2021

### **Littler Appoints New Leadership to Its Affinity Groups and Diversity & Inclusion Council**

*Littler Press Release*

March 22, 2021

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

*Littler Press Release*

August 20, 2020

**New FAQs Clarify Colorado Emergency Paid Sick Leave Rules**

*Littler ASAP*

March 13, 2020

**64 Law Firms Get Mansfield 2.0 Certification**

*Law Week Colorado*

September 9, 2019

**Littler Appoints New Co-Chairs for Women’s Leadership Initiative**

*Littler Press Release*

February 8, 2019

**2014 Women’s Roundtable**

*Law Week Colorado*

May 29, 2014

**Hit The Door**

*Pizza Today*

March 1, 2013

**And the Class Certification Battle is Won: A Unanimous Supreme Court Reverses Rule 23(b)(2) Class Certification in *Dukes v. Wal-Mart***

*Littler Insight*

June 21, 2011

**Tenth Circuit Upholds Termination of Problem Employee**

*Littler Insight*

May 11, 2011

**Tenth Circuit Holds that Positions Filled By Temporary Workers Are Not Vacant for Purposes of Reassignment Under the ADA**

*Littler Insight*

June 28, 2010

**Setting the Stage for a Potential Supreme Court Battle in *Dukes v. Wal-Mart*: A Sharply Divided Ninth Circuit Attempts to Articulate New Standards that Could Impact Employers**

*Littler Insight*

May 7, 2010

**Less is Not Always More: The Importance of Open Communication with Clients in Times of Crisis**

*The ABA Woman Advocate*

Summer 2009

**Push for Time Off Gains in Many States**

*The Wall Street Journal*

June 22, 2009

**Colorado Employees Now Entitled to Academic Activities Leave**

*Littler Insight*

June 3, 2009

***Dukes v. Wal-Mart*: Wal-Mart Loses Initial 9th Circuit Battle, but Who Will Win the Class Certification War?**

*Littler Insight*

February 9, 2007

## **Speaking Engagements**

**Littler's Women's Leadership Initiative Presents: A Guide to Women's Issues in the Workplace**

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

**2023 Rocky Mountain Regional Employer Conference**

Denver, CO

October 27, 2023

**#WhyWomenLeave**

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2023

**Federal and State Employment Law Highlights**

Senior Women's Corporate Counsel

November 5, 2022

**2020 Rocky Mountain Virtual Employer**

November 18, 2020

**Internal Investigations in the COVID-19 Era**

June 11, 2020

**Mastering the Complicated Ones: Examining HR Scenarios Involving Difficult Decisions and Legal Risks**

2019 Rocky Mountain Employer Conference, Denver, CO

October 4, 2019

**Doggy Dilemmas: Accommodating Service Animal Issues**

Rocky Mountain Employer Conference

September 21, 2018

**What Managers Can Do to Mitigate Litigation Risk (and What You Can Do to Help Them)**

Littler Executive Employer, Phoenix, AZ

May 4, 2018

**The Employee from Hell - A View from the Dark Side**

May 12, 2017

**Becoming a Human Lie Detector: Tactics for Assessing Employee Truthfulness**

Rocky Mountain Employer Conference

September 21, 2016

**2016 Rocky Mountain Employer Conference**

Denver, CO

September 21, 2016

**Second Annual Puerto Rico Conference**

Condado Vanderbilt San Juan, Puerto Rico

August 18, 2016

**The Employee from Hell: The Tables Are Turned**

The 2016 Executive Employer<sup>®</sup> Conference, Scottsdale, AZ

May 6, 2016

**Controlling Employee Personal Behavior in the Age of Social Media and Personal Technology?**

Littler Mendelson, Scottsdale, AZ

May 10, 2012

**The Employee from Hell**

Denver, CO

May 25, 2011

**The Executive Employer Conference**

2011 Executive Employer Conference® - Littler Mendelson, Phoenix, AZ  
April 2011

**Class Action Summit**

Rancho Palos Verdes, CA  
September 23, 2010

**The Executive Employer Conference**

2010 Executive Employer Conference® - Littler Mendelson, Phoenix, AZ  
April 2010