

## Paul C. Lantis

Shareholder

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## Focus Areas

Discrimination and Harassment  
Litigation and Trials  
Wage and Hour  
Unfair Competition and Trade Secrets  
Whistleblowing, Compliance and Investigations

## Overview

Paul C. Lantis represents employers of all sizes with counseling and litigation. He takes a practical approach to challenges his clients face and works to find solutions by developing a deep understanding of each company he represents. He also works extensively with start-ups and companies in the “Gig Economy” by navigating complex issues in litigation and regulatory compliance, including handling class actions, arbitrations, and agency audits.

His litigation practice focuses on employment discrimination, wage and hour, and trade secret/noncompete claims. He has extensive experience litigating in state and federal courts in Pennsylvania and New Jersey, and has tried multiple cases to verdict. Paul is a member of Littler’s Jury Trial and Complex Litigation Practice Group.

Paul also helps employers draft, implement, and enforce arbitration agreements. He is a member of Littler’s Alternative Dispute Resolution Practice Group, where he works with lawyers and clients across the firm adapt to the changing landscape of laws impacting these agreements.

Prior to joining Littler, Paul was at a regional law firm where he represented employees in employment discrimination and wage and hour matters. His experience representing both companies and employees provides with him with unique perspective on creative methods to minimize risk and effectively defend actions.

## Professional and Community Affiliations

- Member, American Bar Association
- Member, Philadelphia Bar Association
- Member, Spruce Foundation
- Member, Young Involved Philadelphia

## Recognition

- Named, Rising Star, Pennsylvania, *Super Lawyers*, 2013-2015

## Education

J.D., University of Kansas School of Law, 2010

B.A., University of Kansas, 2007

## Bar Admissions

Pennsylvania

New Jersey

## Courts

U.S. Court of Appeals, 2nd Circuit

U.S. Court of Appeals, 3rd Circuit

U.S. District Court, Eastern District of Pennsylvania

U.S. District Court, Middle District of Pennsylvania

U.S. District Court, District of New Jersey

## Publications & Press

### **Pennsylvania Supreme Court Expands Ability of Certain Employees to Bring Discrimination and Harassment Retaliation Claims under Whistleblower Law**

*Littler ASAP*

July 7, 2020

### **Littler Elevates 28 Attorneys**

*Littler Press Release*

January 2, 2019

## Speaking Engagements

### **2024 Philadelphia Regional Employer Conference**

Philadelphia, PA

October 25, 2024

### **2023 Philadelphia Regional Employer Conference**

Philadelphia, PA

October 27, 2023

### **The Family and Medical Leave Act: Suspicion of and Mis-Use of FMLA**

Pennsylvania Bar Institute's Annual Employment Law Institute

April 28, 2016

### **Contemporary Issues in Wage and Hour Litigation**

Philadelphia Labor Employment Relations Association (LERA) Meeting

March 8, 2016

### **Practice Before the Pennsylvania Human Relations Commission**

Pennsylvania Bar Institute

June 9, 2015

### **Litigating the Employment Discrimination Case: A View from Both Sides**

Pennsylvania Bar Institute, Philadelphia, PA

November 11, 2014