

Emily E. Bennett

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“Emily is a litigator and counselor who advocates for clients in a variety of employment and commercial matters.”

As an active member of the Firm’s trial teams, Emily’s experience includes litigating complex commercial disputes in state and federal courts nationwide, representing clients in arbitrations, defending class actions, and advocating for employers in a broad range of employment disputes. When resolution is the desired outcome, she is committed to effective representation in alternative dispute resolution settings, including mediation.

Outside of the courtroom, Emily is well versed in counseling employers through both day-to-day and unique employment challenges while balancing business realities with legal compliance. She regularly advises clients on issues related to harassment, discrimination, retaliation, wrongful terminations, leaves of absence, internal investigations, and wage and hour compliance. Emily is committed to collaborating with clients to problem solve in an effort to reduce the expense and burden of avoidable litigation while aggressively litigating when necessary.

Business Litigation

- Labor, Employment, & Immigration
- Employee Benefits
- Healthcare
- Financial Institutions

She has recently litigated breach of contract, fraud, tortious interference, wage and hour, equal pay, discrimination, and retaliation claims. She also regularly defends employers in state and local Human Rights Commissions and the Equal Employment Opportunity Commission.

Prior to joining Howard & Howard, Emily worked as a judicial law clerk for the Honorable Morton Denlow, United States Magistrate Judge for the Northern District of Illinois (ret).

Representative Matters

- Successfully represented a hospital in defending a claim of discrimination in Illinois Human Rights Commission resulting in no findings against the firm's client.
- Obtained early dismissal of all claims against a hospital by a physician in a complex contract dispute. The dismissal was affirmed by the Seventh Circuit Court of Appeals after briefing and oral argument.
- Represented a food manufacturer and significantly reduced the size of alleged class in wage & hour matter. Federal court denied conditional certification of the employee class sought by the plaintiff and conditionally certified only half of the requested class.
- Obtained early dismissal of a claim against an individual hospital executive by a physician for tortious interference in prospective economic advantage.
- Successfully represented a hospital and defeated class certification in a wage & hour case. The Federal Court denied class certification following significant discovery, multiple depositions, and extensive briefing.

Education

- Yeshiva University, Benjamin N. Cardozo School of Law, 2011
 - J.D., *summa cum laude*, first in class
 - Order of the Coif
 - *Cardozo Law Review*, Senior Notes Editor
- National Louis University, 2005
 - M.Ed.
- Washington University in St. Louis, 2003
 - B.A., *magna cum laude*

Memberships

- Illinois *Leading Lawyers*: "Leading Women Lawyers," 2023
- Chicago Bar Association
- Illinois State Bar Association
- Illinois Bankers Association HR Committee

Admissions

- Illinois, 2011
- U.S. District Court, Eastern District of Michigan, 2013
- U.S. District Court, Northern District of Illinois, 2012

Professional Achievements

- Illinois *Leading Lawyers*: "Leading Commercial Litigation Lawyer," 2023
- Illinois *Leading Lawyers*: "Leading Women Lawyers," 2023
- Illinois *Super Lawyers*, 2023.
- Illinois *Super Lawyers*, "Rising Stars," 2017-2022

- Illinois *Leading Lawyers*, "Emerging Lawyer," 2015-2021
- "Engulfed by the Spectrum: The Impact of Autism Spectrum Disorders on Law and Policy." *Valparaiso University Law Review*, Co-author, vol. 45, no. 2, p. 415, 2011.
- "The Innovation of Collaboration: When 'Win-Win' Wins." American Bar Association, Dispute Resolution Section, James B. Boskey Dispute Resolution Writing Competition, Honorable Mention, 2011.