

# Noreen H. Cull

## Counsel

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Businesses turn to Noreen Cull for help with their most challenging workforce issues. From the most confidential and sensitive internal investigations to the most public allegations, she can be counted on for sound, strategic advice that helps clients resolve employment matters successfully and move forward productively.

Noreen's experience with state and federal employment laws is virtually all-encompassing. She counsels employers countering claims of equal employment opportunity discrimination, retaliatory discharge, workplace harassment, and wage-and-hour violations. She defends companies in individual and class action lawsuits filed in federal and state courts, and she represents employers before the U.S. Equal Employment Opportunity Commission (EEOC), the Illinois Department of Human Rights (IDHR), and the U.S. and Illinois Departments of Labor. She has represented employers in the retail, healthcare, telecommunications, airlines, and financial services industries.

Noreen's tough pretrial negotiations and courtroom finesse have established her as a winning counsel for private and public employers. She often obtains summary judgment verdicts for employers in discrimination, retaliation, and other employment-related suits brought by former employees.

When clients are facing a potential crisis, they know they can rely on Noreen to step in, calmly deconstruct the facts of the situation, and build out a solid litigation strategy. Her approach is thoughtful and deliberate as well as proactive: cutting through the emotion and drama that can sometimes accompany these issues and moving to the solution that makes the most sense for the client.

While Noreen is an experienced and accomplished litigator, she also represents clients in settlement negotiations and other out-of-court resolutions when those options are the best path forward.

In addition, Noreen regularly counsels clients on some of the toughest issues in employment law, including:

- Discipline and termination issues
- Workplace harassment investigations
- Wage-and-hour compliance
- Personnel policies and practices
- Workforce reductions
- Employment and separation agreements
- Disability accommodations
- Family Medical Leave Act (FMLA) leave issues



She also lectures on regulatory developments, particularly as they pertain to anti-harassment measures, FMLA compliance, and discipline and discharge strategies so that businesses can keep up with best practices in these areas to mitigate their risks and avoid potential litigation.

## **CREDENTIALS**

### **Education**

Chicago-Kent College of Law, J.D., 1995, *magna cum laude*

Loyola University Chicago, B.S., 1992, *magna cum laude*

### **Bar Admissions**

Illinois

U.S. District Court for the Central District of Illinois

U.S. District Court for the Northern District of Illinois

### **Professional Memberships**

Chicago Bar Association

Federal Bar Association

## **PUBLICATIONS & PRESENTATIONS**

“Paying Employees - What a General Counsel Needs to Know,” (moderator) *Drinker Biddle & Reath LLP Presentation* (June 27, 2019)

“Is Your Parental Leave Policy Really Gender Neutral?,” (co-author) *LaborSphere A Faegre Drinker Labor & Employment Blog* (August 21, 2017)

“EEOC More Than Doubles the Fine for Failure to Comply with Notice-Posting Requirements,” (author) *LaborSphere A Faegre Drinker Labor & Employment Blog* (June 13, 2016)

“Supreme Court Rules EEOC Conciliation Efforts are Subject to Limited Judicial Review,” (co-author) *LaborSphere A Faegre Drinker Labor & Employment Blog* (May 29, 2015)

“Employee’s Deactivation of Facebook Account Leads to Sanctions,” (co-author) *LaborSphere A Faegre Drinker Labor & Employment Blog* (April 14, 2013)