



Sarah K. Quinn

PARTNER

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OVERVIEW

As part of the firm's Labor & Employment team, Sarah is a passionate advocate for employers – in and out of the courtroom.

Sarah is an experienced Labor & Employment attorney who has litigated Fair Labor Standards Act (FLSA) collective actions, state wage and hour class actions, non-compete claims, and employee misclassification claims in state and federal courts. She also represents clients before administrative boards such as the Equal Employment Opportunity Commission (EEOC) and Illinois Department of Human Rights (IDHR). A wide range of clients rely on Sarah's counsel, from small businesses to high-profile entertainment groups, and she previously represented one of the country's largest K-12 districts. Matters she regularly handles include:

- Title VII
- Title IX
- Age Discrimination in Employment Act (ADEA)
- Americans with Disabilities Act (ADA)
- State Whistleblower Protection Acts
- Employee Retirement Income Security Act (ERISA)

Knowing that compliance can be the strongest defense, Sarah also counsels clients on proactive steps to avoid costly issues. Clients appreciate her especially broad view of Labor & Employment matters. In addition to her private practice as a Labor & Employment litigator, Sarah served as

Industry

Financial Services & Capital Markets

Services

Employment Class & Collective Actions
Employment Litigation Defense
Labor & Employment

Assistant General Counsel for the Board of Education for the City of Chicago in the Federal Litigation Group, and as an extern for the U.S. Department of Education, Office of Civil Rights, where she evaluated and investigated claims of discrimination.

Experience

LITIGATION

- Obtained victory in bench trial before Chief Judge of the Chancery Division of the Circuit Court of Cook County, seeking specific performance of commercial franchise lease and purchase contract valued at \$11+ million. Sarah and her colleague completed complex discovery on expedited schedule, with trial commencing within months of filing.
- Tried five-day federal jury trial in Northern District of Illinois defending client from Age Discrimination in Employment Act (ADEA) retaliation claim.
- Served on legal team litigating wage and hour class action claims of flight attendants under Fair Labor Standards Act (FLSA) concerning compensation during in-flight and non-in-flight time. This complex case involved constitutional issues and questions of interstate commerce.
- Successfully orally argued denial of temporary restraining orders (TRO) in federal court for alleged violation of due process in employee dispute.
- Regularly defended clients before Equal Employment Opportunity Commission (EEOC) and Illinois Department of Human Rights (IDHR) regarding discrimination charges and other alleged employment violations.
- Represented clients before Illinois Workers' Compensation Commission (IWCC), Insurance Compliance Division, to settle claims of non-compliance.

COMPLIANCE

- Regularly serves as general counsel for clients at all stages of growth, advising on complex federal and state employment law issues and other business objectives.
- Routinely advised employers on Illinois Biometric Information Privacy Act (BIPA).

Recognition

- *Best Lawyers: Ones to Watch® in America*
 - Litigation - Labor and Employment, 2024 and 2025
- *Benchmark Litigation*, 40 & Under List, 2024 and 2025
- *Law Bulletin Media*
 - 40 Under Forty, 2023 Illinois Attorneys to Watch

Education

- J.D., Notre Dame Law School
 - *Journal of College and University Law*, Solicitations Editor
 - Trial Advocacy Team
- M.A.T., Johns Hopkins University
- B.A., University of Iowa
 - Political Science
- B.A., University of Iowa
 - Sociology

Admissions

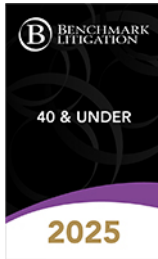
- Illinois
- U.S. District Court, Northern District of Illinois

Clerkships

- The Hon. Iain D. Johnston, U.S. District Court, Northern District of Illinois

Community Leadership

- Childcare Network of Evanston, Board of Directors
- Leadership for Education Equity (LEE)
- Women's Coalition



2025 Benchmark Litigation - 40
& Under List