



## Kara E. Cooper

Associate

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**Kara focuses her practice on labor and employment litigation, representing employers in state and federal court proceedings, administrative proceedings, arbitration, and mediation. In addition to her labor and employment litigation practice, Kara also drafts employment contracts, workplace policies, and employee handbooks and counsels clients on labor and employment-related issues in large corporate transactions.**

Kara counsels clients on a wide variety of labor and employment matters, including wage and hour class and collective actions, restrictive covenant prosecution and defense, internal investigations, work-force reductions, leaves of absence, employee misclassification, as well as discrimination, harassment, retaliation, and ERISA benefit claims. Kara represents clients in state and federal courts, as well as in proceedings before various government agencies, including the Equal Employment Opportunity Commission, the National Labor Relations Board, and the Illinois Department of Human Rights. In addition, Kara provides advice and counsel on labor and employment issues arising in mergers, acquisitions, and other corporate transactions. Kara also assists clients in drafting employment contracts, separation agreements, human resource policies, and employee handbooks. Kara has also prepared and conducted labor and employment trainings for clients.

## Recent Experience

The Sterling Group Creation of Compost360 and Acquisition of Nature's Choice

R1's Acquisition of VisitPay

California Independent Contractor Class Action for Luxury Spirits Brand

## Recognitions

- *The Best Lawyers: Ones to Watch<sup>®</sup> in America*, Labor and Employment Law - Management and Litigation - Labor and Employment, 2023–2024
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## Credentials

### EDUCATION

Kara received a B.A., *magna cum laude*, in history and English in 2013 from Vanderbilt University and a J.D., *cum laude*, in 2016 from Northwestern University School of Law where she was editor-in-chief of the *Northwestern Journal of International Law and Business*.

### ADMISSIONS

- Illinois

## Related Insights & News

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### RECOGNITIONS

Winston Attorneys Recognized in *Best Lawyers: Ones to Watch<sup>®</sup> in America 2024*

AUGUST 17, 2023

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### RECOGNITIONS

Winston Team Led by Michael Roche Featured in Litigator of the Week Column

MARCH 17, 2023

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### RECOGNITIONS

Winston & Strawn Attorneys Recognized in *Best Lawyers: Ones to Watch in America 2023*

AUGUST 18, 2022

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### CLIENT ALERT

Chicago Strengthens Its Anti-Sexual Harassment Laws

**CLIENT ALERT**

Illinois Passes Landmark Restrictive Covenant Legislation

AUGUST 31, 2021

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**BLOG**

Employer Provisions in the Senate CARES Act

APRIL 3, 2020

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**CLIENT ALERT**

Department of Labor Issues Further Guidance on The Families First Coronavirus Response Act

MARCH 31, 2020

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**CLIENT ALERT**

Potential Impacts on Private Equity Funds and their Portfolio Companies from the Department of Labor's Preliminary Guidance on the Families First Coronavirus Response Act

MARCH 26, 2020

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**BLOG**

Department of Labor Issues Preliminary Guidance on the Families First Coronavirus Response Act

MARCH 25, 2020

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**BLOG**

Senate Passes and President Trump Signs Historic Paid Leave Bill Related to COVID-19

MARCH 19, 2020

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**BLOG**

House Passes COVID-19 Relief Bill

MARCH 16, 2020

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**CLIENT ALERT**

Illinois Enacts Comprehensive Anti-Sexual Harassment Legislation

SEPTEMBER 11, 2019

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## Capabilities

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Labor & Employment

Financial Services

Medical Devices

Health Care