

Emma Sullivan

Partner

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She / Her

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Areas of Focus

Business Litigation

COVID-19

Culture Risk and Sensitive
Investigations

Organizational Values and
Strategy Task Force

Labor and Employment



Overview

When private companies face critical employment issues and compliance challenges, they rely on Emma Sullivan for well-crafted solutions. Emma advises on workplace policies, practices, and employment agreements. Taking a strategic approach, Emma evaluates each client's risks and goals. Then she gives forward-thinking advice to manage those risks and resolve conflicts swiftly. A Co-Chair of the firm's Labor and Employment Practice, and experienced in all facets of employment law, she offers smart solutions to employee relations and workforce management issues, as well as addresses the myriad employment-related issues arising in mergers and acquisitions. From hiring and terminations and wage and hour issues, to incentive programs, Emma ensures that workplace policies and practices are pragmatic and defensible.

Emma also assists clients as they strive to create more diverse and inclusive work environments and defends them against harassment or discrimination claims if they arise. Additionally, she guides clients through internal investigations and defends them in federal and state court, arbitrations, and EEOC, Department of Labor, and other government agency proceedings.



I help companies resolve sensitive personnel issues professionally and respectfully while balancing business objectives and positioning them for success in defending against any resulting claims.”

Areas of Focus

- Business Litigation
- COVID-19
- Culture Risk and Sensitive Investigations
- Organizational Values and Strategy Task Force
- Labor and Employment
- Law Firm and Professional Services Defense
- Data Centers

Credentials

Admissions

- Illinois, 1999

Education

- University of Illinois College of Law, JD, *magna cum laude*; Order of the Coif; Winner, Rickert Scholarship Award, 1999
- University of Illinois at Urbana-Champaign, BS, Cohn Scholar; James Scholar; Dean's List 1993-1996, 1996

Court Admissions

- US District Court, Northern District of Illinois

Service / Recognition

Awards

- *The Best Lawyers in America*, Employment Law - Management, 2026