

Caroline Powell Donelan | Partner  
Labor & Employment

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Caroline Donelan is a trusted adviser and strategic partner to both domestic and foreign clients, providing advice and defense counsel in all areas of employment law compliance and litigation, including wage and hour class and representative (“PAGA”) actions, wrongful termination/retaliation, discrimination, harassment, trade secret disputes, data protection, and alleged fiduciary breaches.

Caroline’s proactive risk management practice includes drafting key workplace policies and agreements, providing practical implementation guidance, conducting workplace trainings, managing internal audits and investigations, and providing day-to-day counseling on the wide variety of employment issues her clients face.

Caroline also provides transactional support and advice on stock and asset purchase agreements, including buy- and sell-side due diligence and executive agreements.

## Select Engagements

### Value-Driven Results:

- Motion to dismiss granted in federal court for *Fortune* 50 client, dismissing with prejudice claims for gender discrimination, sex harassment, and failure to prevent discrimination and harassment.
- Pre-discovery, court-approved settlements reached in numerous California wage and hour class and representative actions, negotiating favorable and cost-effective client outcomes.
- Successful defense of multiple PAGA matters for financial services clients, including class action wage and hour claims.

- Identified potential wage and hour liabilities and managed pre-litigation release roll-out for putative class members across multiple jurisdictions, resulting in a 77 percent reduction in exposure.

## **Admissions**

- California
- North Carolina

## **Memberships**

- Los Angeles County Bar Association

## **Education**

- University of North Carolina at Chapel Hill, BA
- Loyola University Chicago School of Law, JD

## **Recognitions**

- 2019, “Woman of Business,” by Comerica Bank and the Los Angeles Lakers’ Women’s Business Awards

## **Professional Activities**

Caroline sits on the advisory board of Partnerships for Trauma Recovery, a non-profit providing mental health care, clinical training, and policy advocacy aimed at reducing the mental health gap and psychosocial impacts of trauma caused by war, torture, forced displacement, human trafficking, and persecution due to identity and beliefs.

She is also the co-founder of MAMAs LA (Mother Attorneys Mentoring Association), a family-friendly networking and support organization focused on the distinct issues women face while toggling the dual role of mother and attorney, including work-life balance, diversity and inclusion in the workplace, and women’s advancement.