SQUIRE PATTON BOGGS

Meghan E. Hill

Partner

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About Meghan

Meghan Hill co-chairs our global Labor & Employment Practice Group. Her clients benefit from her holistic approach and ability to incorporate their goals and objectives when working to prevent and solve employment law problems.

Meghan's big-picture view allows her to understand all ramifications employers face when dealing with issues, as well as identify broader issues outside of employment. Meghan works with numerous diversified industrial companies and healthcare companies.

Meghan regularly represents companies in complex litigation and wage and hour collective and Rule 23 class actions in federal courts, including multidistrict litigation (MDL). She has extensive experience working with international companies on litigation and has handled covenant not to compete cases for clients in numerous industries and regularly defends employers against intentional tort, whistleblower, discrimination and wrongful termination claims.

In addition to her litigation work, Meghan advises employers on compliance with state and federal employment and labor laws and emphasizes the importance of training as a way for companies to maintain compliance with ever-changing employment regulations. This aspect of her practice includes coaching on compliance with wage and hour regulations and payroll auditing, specifically in the healthcare and manufacturing industries. Her familiarity with hospital payroll systems allows her to provide comprehensive compliance counseling to clients in the healthcare sector. Meghan also investigates complaints of workplace discrimination, harassment and illegality, including whistleblower claims under various federal laws.

Meghan works with the firm's corporate practitioners to guide clients with labor and employment matters arising in mergers, acquisitions, restructurings and other business transactions and counsels on appropriate employment structures to help clients avoid future liabilities. She also drafts employment and expatriate contracts and restrictive covenants for executives in a variety of industries.

In addition to her traditional employment practice, Meghan has significant experience with matters involving workplace safety, including OSHA, investigations, audits and wrongful death defense.

Meghan is recognized in *The Best Lawyers in America* and has an active role in the firm's Women's Enterprise group, as well as women's mentoring initiatives throughout Central Ohio. She is the co-author of *Wages and Hours – An Employer's Guide*, published by the American Chamber of Commerce since 2011.

Prior to joining Squire Patton Boggs, Meghan served as a law clerk for the Honorable James A. Wynn Jr. of the North Carolina Court of Appeals (now, Fourth Circuit Court of Appeals) and a legal intern for Senator Michael DeWine.

Experience

- Representing related companies in an MDL proceeding involving class wage and hour claims.
- Successfully defending Sarbanes-Oxley claims for a global information technology company.
- Successfully representing one of the world's largest petrochemical companies in a high-profile four-month class action trial involving allegations of multimillion-dollar property damage.
- Successful jury trial resulting in a finding of no liability for a construction client on negligence and breach of contract claims.
- Defending successfully an appeal of a grant of a summary judgment on behalf of a diversified industrials employer in a wrongful death claim.
- Obtaining summary judgment and successfully defending appeal on sexual discrimination, age discrimination, wrongful termination and breach of contract cases for multiple clients in the healthcare and diversified industrials industries.
- Defending successfully administrative charges for age, race, gender, disability and pregnancy discrimination and retaliation claims for a variety of companies.
- Conducting numerous whistleblower and harassment investigations for a variety of companies.
- Prevailing in arbitration on behalf of an automotive manufacturing company for termination of a union member after a workplace fatality.
- Defending a home healthcare facility company in Ohio in a class action suit relating to an FLSA companionship exemption that excludes workers from providing companionship services to the elderly or disabled from federal minimum wage and overtime protections. The class of employees was limited to a mere 40 persons out of a putative class of more than 800 by the development of an aggressive pretrial litigation strategy that questioned the sufficiency of the plaintiffs' allegations and agreeing to a stipulated smaller class. The limited class permitted the company to settle quickly with little discovery.

Credentials

Education

- Washington University in St. Louis, J.D., Order of the Coif, articles editor, *Washington University Law Quarterly*, 2004
- The Ohio State University, B.A., Phi Beta Kappa, *summa cum laude*, 2001

Admissions

- Ohio, 2004
- New York, 2012
- Texas, 2013

Courts

- U.S. Dist. Ct., E. Dist. of Michigan, 2016
- U.S. Dist. Ct., S. Dist. of Texas, 2016
- U.S. Dist. Ct., Dist. of Colorado, 2015
- U.S. Ct. of App., Sixth Circuit, 2011
- U.S. Dist. Ct., E. Dist. of New York, 2012
- U.S. Dist. Ct., N. Dist. of Indiana, 2009
- U.S. Dist. Ct., N. Dist. of Ohio, 2009
- U.S. Dist. Ct., S. Dist. of New York, 2012
- U.S. Dist. Ct., S. Dist. of Ohio, 2007

Memberships & Affiliations

- Trustee, Ohio Women's Bar Association
- Board Member and Chair of HR Committee, Prevent Blindness Ohio
- Member, American Health Lawyers Association

Recognitions

- Recognized in *International Employment Lawyer's* (IEL) Women Leaders 2025 survey, an extensive who's who of established law firm partners from around the globe.
- Recognized in *The Best Lawyers in America* for Employment Law – Management and Labor Law – Management
- Named, *Columbus Business First's* "Forty under 40" Class of 2017
- Recognized in *Ohio Super Lawyers - Rising Stars* from 2014-2019

Expertise

Services

- Labor & Employment

Industries

- Healthcare
- Industrial Products

Publications and Speaking Engagements

- Co-author, *Wages and Hours – An Employer's Guide*, American Chamber of Commerce, since 2011.
- Presenter, Employment Law Overview – New York, APSCO US Trade Delegation Conference, February 2017.
- Presenter, "Navigating Leave Issues for Health Care Employers," American Health Lawyers Association Webinar, November 2016.
- Co-author, *US Federal Contractors: Are You Up To Date on All New Requirements?*, Pratt's Government Contracting Law Report, April 2016.

About our firm

One of the world's strongest integrated law firms, providing insight at the point where law, business and government meet. We deliver commercially focused business solutions by combining our legal, lobbying and political capabilities and invaluable connections on the ground to a diverse mix of clients, from long-established leading corporations to emerging businesses, startup visionaries and sovereign nations. More than 1,500 lawyers in over 40 offices across four continents provide unrivaled access to expertise.