

Nancy E. Sasamoto

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Nancy Sasamoto advises management in all aspects of employment law, as well as represents business interests in complex commercial litigation and dispute resolution. A trusted advisor, Nancy is dedicated to understanding client priorities within the framework of each organization's specific goals and tolerance for risk. She has also advised on employment law and commercial litigation matters where hundreds of thousands to millions of dollars are at stake.

Nancy's employment law expertise includes defending employers in state and federal courts and before administrative agencies in matters that involve claims of discrimination, retaliation, harassment, wrongful discharge, violations of wage and hour statutes and the enforcement of covenants not to compete. She has extensive experience with executive employment contracts, severance agreements and personnel policies, as well as with issues related to leaves of absence, harassment investigations and employee fraud and embezzlement. She also assists clients in implementing reductions in force and restructurings. Moreover, Nancy is an experienced trainer and frequently presents programs on harassment prevention, legal compliance and business ethics.

In addition, Nancy represents business clients in commercial litigation and in administrative matters before federal agencies that involve such issues as antitrust, licensing and intellectual property. She has successfully litigated large-scale and complex distribution disputes, dealer termination, breach of warranty, trademark infringement and trade secret cases. Her outstanding writing abilities and honed, productive communication skill, together with her personal commitment, help to achieve the right result for the clients she serves.

Nancy is a frequent author and speaker on employment law



Education

Washington University, J.D., 1980

University of Illinois, B.S., 1977

Admissions

Illinois

U.S. District Court, Northern District of Illinois

U.S. Court of Appeals: 7th, 10th & Federal Circuit

Practice Areas

Employment, Labor & Benefits

Litigation

Commercial, Competition & Trade

Intellectual Property & Technology

and commercial litigation topics. Prior to joining the firm, she served as a trial attorney for the United States Department of Justice, Antitrust Division.

Experience

- Achieved complete dismissal of arbitration claims alleging violations of the Federal RICO Statute, common law fraud, and breach of contract, where initial claims requested in excess of \$450M in damages stemming from the bankruptcy and liquidation of the Plaintiff company; all claims initially filed in federal district court in the Southern District of New York and arbitration compelled based upon controlling contractual provision in pertinent contract documents (Sep. 2018).
- Obtained a summary judgment for a foreign employer in federal case brought by a discharged employee alleging national origin discrimination based on alleged favored treatment of expatriate employees.
- Represented, as lead attorney, a former CFO in a 10-day trial under the Whistleblower's Protection provisions of the Sarbanes-Oxley Act.
- Investigated serious allegations of sexual harassment against the President of a corporate client by investigating the allegations, culminating with terminating the President; the result was that no claims were asserted against the company by employees or the former President.
- Defended an equipment manufacturer against claims of trademark infringement, including defeating attempts to obtain a preliminary injunctive relief; after the case was dismissed, Ms. Sasamoto argued before the Seventh Circuit Court of Appeals, which affirmed the dismissal.
- In a putative FLSA collective action case filed in Tennessee against a manufacturer and its sister company in Ohio, obtained dismissal of the Ohio company and successfully settled the case before class certification.
- Based on extensive experience asserting arguments under the Friendship, Commerce and Navigation Treaty between the U.S. and Japan, brought in to represent a foreign-owned company in New Jersey in an age discrimination case and resolved the case on favorable terms in mediation.
- Obtained dismissal of all counts asserted against a logistics company in a suit by a discharged employee alleging pregnancy discrimination and violation of the Family and Medical Leave Act.
- Obtained a preliminary injunction for a foreign machine tool manufacturer in a trademark infringement action against a former president of U.S. subsidiary.
- Obtained a favorable verdict for a foreign automobile parts

manufacturer in a jury trial with discharged employee, who alleged disability discrimination under Michigan state law.

- Represented a foreign government before the Equal Employment Opportunity Commission and Illinois Department of Human Rights, obtaining the dismissal of all charges.
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Memberships

- American Bar Association
 - Asian American Bar Association Chicago
 - Illinois State Bar Association
 - Litigation Counsel of America
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Distinctions

- Illinois *Super Lawyers*, 2005-2011, 2020-2023