



## **KATELYN HARRELL**

**Associate**

**Atlanta**

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## **BIOGRAPHY**

Katelyn is a key member of the firm's Class Action and Mass Torts and ERISA and ESOP Class Action Teams. Her practice focuses primarily on defending employers, plan sponsors, plan administrators, individual fiduciaries, and independent trust companies against fiduciary claims in ESOP cases. Katelyn has extensive experience representing ESOP clients in Department of Labor investigations and litigation, as well as in class action lawsuits brought by private plaintiffs. Notably, she recently served as second chair in a complex ESOP class action trial.

### **Diverse Litigation and Employment Law Experience**

Beyond her ERISA-focused work, Katelyn handles a broad range of general employment litigation matters. She provides strategic counseling on preventative measures in employment issues and defends management in labor arbitrations. Her litigation experience spans Family and Medical

Leave Act cases, and discrimination claims involving age, sex, disability, race, religion, and sexual harassment. Katelyn has also handled EEOC and NLRB charges and other administrative complaints through both administrative and judicial processes.

## **Courtroom Experience**

Katelyn has argued cases before the United States Fifth Circuit Court of Appeals, as well as federal and state district courts. Her trial experience includes serving as second chair in three bench trials in state court, a federal court jury trial, and a federal court class action trial.

## **AREAS OF FOCUS**

- ERISA & ESOP

## **CIVIC INVOLVEMENT & HONORS**

*The Best Lawyers in America®: Ones to Watch, 2024-2025*

Advisory Committee on Fiduciary Issues, The ESOP Association, 2024

Junior League of New Orleans

## **PROFESSIONAL AFFILIATIONS**

National Center for Employee Ownership

Louisiana Association of Defense Counsel

Mississippi Defense Lawyers Association

The ESOP Association

## **ADMISSIONS**

- Georgia, 2023
- Mississippi, 2014
- Louisiana, 2013
- United States Court of Appeals for the Fifth Circuit

United States District Courts for the Eastern, Middle, and Western Districts of Louisiana

United States District Courts for the Northern and Southern Districts of Mississippi

United States District Court for the Northern District of Illinois

United States District Court for the District of Colorado

## EDUCATION

- The University of Mississippi, J.D., 2013
- The University of Mississippi, B.A., 2009

## RELATED PRACTICE AREAS

- Class Actions & Mass Torts
- ERISA & ESOP
- ESOP Team
- Employment & Labor
- Cross-border Employment Issues
- Investigations
- Regulation, Compliance & Advisory
- Business & Commercial Disputes
- Litigation & Dispute Resolution

## RESOURCES

### PUBLICATIONS

- “Equitable Remedies: Recent Cases Discussing Surcharge under ERISA Section 502(a)(3),” *Journal of Pension Benefits*, Vol. 32, No. 1, Autumn 2024
- “No Consensus in Sight: Enforceability of ERISA Plan Arbitration Provisions at the Close of 2023,” *Journal of Pension Benefits*, Vol. 31, No. 3, Spring 2024
- Contributor, *ERISA Fiduciary Answer Book* (Wolters Kluwer 13th ed. 2024)
- Contributor, *ERISA Fiduciary Answer Book* (Wolters Kluwer 12th ed. 2023)
- Contributor, *ERISA Fiduciary Answer Book* (Wolters Kluwer 11th ed. 2022)

- Robert Rachal, Jennie G. Arnold, Kirsten Scott & Katelyn Harrell. *An Update on the Ever-Changing Civil Procedure Jurisprudence in ERISA Cases*. 36 ABA Journal Lab. & Emp. Law 387, 495-515 (Fall 2022)
- Robert Rachal and Katelyn Harrell. The ESOP Association ESOP Report. "Fortune May Favor the Bold, but Courts Favor the Cautious: Recent Developments Affecting ESOP Claims." (October 2021)

## SPEAKING ENGAGEMENTS

- "Top Four Trustee Issues," The ESOP Association Professionals' Forum, Charleston, SC, February 2025
- "Bridging the Gap: Insights and Strategies for Young Lawyers from Mid-Level Mentors," Louisiana Association of Defense Counsel CLE, New Orleans, LA, March 2025
- "Labor Day Spectacular: Recent Updates in Labor and Employment Law," Louisiana Association of Defense Counsel Webinar, September 2024
- "Updates on the FTC Rule Banning Non-competes," Louisiana Association of Defense Counsel Webinar, June 2024
- "2023 NLRB Update," Louisiana Association of Defense Counsel Webinar, September 2023
- "Settlement Agreements after McLaren Macomb: Covered Employees, Concerted Activities, and Confidentiality," Mississippi Association of Defense Counsel Webinar, June 2023

## RELATED INSIGHTS

Insights

Aug 08, 2024

### **No Consensus in Sight: Enforceability of ERISA Plan Arbitration Provisions at the Close of 2023**

This column, published in the Journal of Pension Benefits, discusses the need for the Supreme Court to deliberate the issue of the enforceability of arbitration provisions in ERISA Plans.

Awards

Aug 17, 2023

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