

## William P. Flanagan

Senior Counsel  
Washington, D.C.  
Northern Virginia

### Biography

For more than 25 years, Bill Flanagan has worked side-by-side with clients, from start-ups to global businesses, on their most difficult employee and workplace challenges. He advises them on legal compliance and works with them to develop best practices and strategies to avoid litigation.

When disputes arise, he helps them achieve success in complex litigation, from individual cases to class actions, before federal and state courts and governmental agencies in the mid-Atlantic region and nationally. His cases range from individual claims to class and collective actions involving thousands of employees.

Bill works with management on all types of employment disputes, including those under federal and local anti-discrimination, employee leave, whistleblower, wage payment, and other employment statutes. He has extensive experience representing clients on corporate raids, trade secrets, and non-competition matters, and he litigates cases seeking emergency injunctive relief to protect client confidential information. Much of Bill's work has been for major companies and institutions in the energy, defense and government services, education, real estate, financial institutions, and life sciences sectors.



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### Practices

Employment

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### Industries

Aerospace and Defense  
Education  
Energy and Natural Resources  
Real Estate  
Technology & Telecoms

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Bill also regularly advises clients on business restructuring programs (whether voluntary buyouts or reductions-in-force), and on all employment-related aspects of corporate transactions, including negotiating deal terms, leading diligence efforts, and negotiating and drafting the full spectrum of executive employment, compensation, and severance agreements.

Bill's practice extends beyond the United States. He works with colleagues from offices throughout the world on projects involving employee mobility, secondments, data transfer, and the development of cross-border policies, practices, and procedures.

## Representative experience

Successfully defended a major commercial carrier at trial against a Sarbanes-Oxley whistleblower claim brought by a member of its legal department.

Conducted a far-reaching sexual harassment investigation at a major university's campus in Asia.

Successfully defeated class certification in a discrimination case for a national telecommunications company.

Assisted global financial services firm in crafting and implementing a global compensation program covering the Americas, Europe, and Asia.

Obtained permanent injunctive relief after government contractor's teaming partner unlawfully solicited over 100 of our client's key employees.

Defended real investment private equity firm against bet-the-company claims arising from alleged breach of contract and fraud claims.

## Awards and rankings

- Labor & Employment (Virginia), *Chambers USA*, 2007-2018

## Education and admissions

### Education

J.D., The George Washington University Law School, 1988

A.B., University of Detroit, 1980

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### Bar admissions and qualifications

Virginia

District of Columbia

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### Court admissions

U.S. Court of Appeals, District of Columbia Circuit

U.S. Court of Appeals, Fifth Circuit

U.S. Court of Appeals, Fourth Circuit

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### Accolades

"His vast knowledge of law in the employment field is amazing. He is fantastic and very helpful."

*Chambers 2015*

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- "Legal Elite" for Labor/Employment, *Virginia Business Magazine*, 2005-2011
- Employment and Labor, *Virginia Super Lawyers*, 2006-2011
- Employment and Labor, *Washington, D.C. Super Lawyers*, 2007-2011

## Latest thinking and events

- Blogs
  - Hogan Lovells Employment Blog: All in a Day's Work *Employment*
- Hogan Lovells Publications
  - The Seventh Circuit's Recent Ruling on Sexual-Orientation Discrimination *Education Alert*
- Hogan Lovells Publications
  - District Court Bars DOL From Implementing Controversial Overtime Rule that Would Have Made Millions of Currently-Exempt Workers Eligible for Overtime *Employment Alert*
- Hogan Lovells Publications
  - Department of Labor Issues New Independent Contractor Classification Guidance, Stating That "Most Workers" Are Employees *Employment Alert*
- Hogan Lovells Publications
  - New I-9 Form *Employment Alert*
- Sponsorships and Speaking Engagements
  - Law Seminars International Presents - Social Media Law