



EMERY K. HARLAN

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PRACTICE AREAS

- ✓ Employment Litigation
- ✓ General Civil Litigation
 - Business Litigation
 - Commercial Litigation

ADMISSIONS

- Admitted to practice in Illinois, Indiana, New York, Pennsylvania, and Wisconsin
- Admitted to practice in the Central District of Illinois
- Admitted to practice in the Northern District of Indiana
- Admitted to practice in the Eastern District of Wisconsin
- Admitted to practice in the Western District of Wisconsin
- Admitted to practice in the U.S. Circuit Court of Appeals for the Seventh Circuit
- Admitted to practice in the U.S. Circuit Court of Appeals for the Sixth Circuit

License Date: 6/20/1989

BIOGRAPHY

I have 32 years of experience as a trial lawyer handling a wide range of disputes. My practice includes an emphasis on defending companies and governmental entities in high profile, aggravated discrimination matters. My successes include obtaining a complete defense verdict on behalf of a national auto parts retailer in a week long ADA jury trial – the first complete ADA defense verdict obtained against the Equal Employment Opportunities Commission in Wisconsin and affirmed on appeal. I have also represented numerous companies caught in the crosshairs of national civil rights groups and succeeded in achieving behind the scenes “win-win” resolutions.

I have served as national employment law counsel to numerous companies, including a major airline. In addition to my litigation work, I counsel clients regarding the development of diversity programs.

Throughout my career, I have served as a leader in promoting greater diversity and inclusion in the legal profession. Immediately prior to co-founding MWH Law Group LLP, I served as Chairman of one of the largest minority-owned law firms in the United States. I also co-founded the premiere trade association focused on creating opportunities for women and minority-owned law firms - the National Association of Minority Owned Law Firms (NAMWOLF). Additionally, since its formation, I have served as an advisor to the Minority In-House Counsel Association (MIHCA) – an organization focused on developing and promoting minority in-house lawyers.

EDUCATION

- University of Wisconsin Law School, J.D.
- Siena Heights College, B.A., Business Administration

HONORS

- Martindale-Hubbell® – AV Preeminent Highest Peer Rating Standard, 2013 – Present
- Wisconsin Super Lawyers®, 2006 – 2008, 2016 – 2019
- State Bar of Wisconsin, Wisconsin Lawyer – Lifetime Legal Innovator, 2018
- Savoy's Most Influential Black Lawyers, 2015
- Wisconsin Law Journal – Best Lawyers in America, 2015
- Wisconsin Association of African-American Lawyers – Outstanding Member of the Year, 2012
- Waukesha County National Association for the Advancement of Colored People (NAACP) – Community Service Award, 2011
- Wisconsin Law Journal – Leader in the Law, 2011
- ABA Journal - Legal Rebel, Diversifying the Legal Profession, 2009

PROFESSIONAL MEMBERSHIPS

- National Association of Minority & Women Owned Law Firms (NAMWOLF), Board Member, Co-Founder, Past Board Chair
- Minority In-House Counsel Association (MIHCA), Member, Steering Committee

PROFESSIONAL EXPERIENCE

- **MWH Law Group, LLP**, *Equity Partner*, March 2016 – Present
- **Gonzalez Saggio & Harlan LLP**, *Partner*, 1994 – February 2016
- **Ross & Hardies**, *Associate*, May 1990 – March 1994
- **United States Court of Appeals for the Sixth Circuit**, *Law Clerk to Honorable George C. Edwards, Jr. (dec.)*, September 1989 – May 1990

COMMUNITY INVOLVEMENT

- Board Member, Versiti Blood Research Institute Foundation
- Former Member, Chicago United Leaders Council
- Governor's Council on Workforce Investment, 2011
- Leadership Council on Legal Diversity
- Former Board Member, Milwaukee Health Services
- Board Member, ProHealth Care
- Member, Sigma Pi Phi Boule
- Past Vice Chair, State of Wisconsin Gaming Board
- Board Member, Urban Day School