

# Donald L. Samuels

SHAREHOLDER

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Don Samuels offers 40 years of experience in the areas of employment law and litigation. He is a passionate advocate and trusted advisor to his clients with a strong reputation for his in-depth knowledge of the law, high standards, practical approach, integrity and understanding of client needs. Don has a client base that spans from S&P 500 companies and manufacturing enterprises to city governments and start-up technology companies. While covering all aspects of employment law and all phases of litigation, Don represents employers throughout the United States and holds licenses in Colorado, California, Washington, Connecticut, Arizona and Texas. Don's extensive experience specifically includes:

- Wage and hour issues, including class and collective actions
- Discrimination and wrongful termination claims
- Sexual and racial harassment claims
- Whistleblower and retaliation claims
- Enforcement of non-compete and restrictive covenants
- Drafting employee handbooks, employment agreements and severance agreements
- In-house training on sexual harassment, performance management, hiring practices and Golden Rule Management (SM)

Don is also an employment law arbitrator for the American Arbitration Association, an ex officio member of the board of directors of the Colorado Judicial Institute and mentor at Denver University Law School.

## Education

- Brown University (B.A., 1983)
  - Political Science, magna cum laude
- Columbia Law School (J.D., 1986)
  - James Kent Scholar; Harlan Fiske Stone Scholar, International Fellow

## Bar Admissions

- California, 1986
- Colorado, 1996

## Capabilities

- Employment Litigation, Arbitration & Dispute Resolution
- Employment Class & Collective Actions
- Labor & Employment
- Food, Drug & Device
- Residential & Multifamily
- Resort & Hospitality
- Restrictive Covenants & Trade Secrets Litigation
- Class Action & Multidistrict Litigation
- California Employment Law

- Texas, 1998
- Washington, 2020
- Connecticut, 2024
- Arizona, 2024

## Court Admissions

- U.S. District Court, District of Colorado
- U.S. District Court, Northern District of Illinois
- U.S. District Court, Northern District of New York
- U.S. District Court, Eastern District of Pennsylvania
- U.S. District Court, Middle District of Pennsylvania
- U.S. District Court, Western District of Texas
- U.S. District Court, Southern District of Texas
- U.S. District Court, Northern District of Texas
- U.S. District Courts for the State of California (All)
- U.S. Court of Appeals, Tenth Circuit
- U.S. Court of Appeals, Ninth Circuit
- U.S. Court of Appeals, Seventh Circuit
- United States Supreme Court
- U.S. District Courts for the State of Washington
- U.S. District Court, District of New Mexico

## Memberships

- Member of the American Bar Association Member of the Colorado
- Member of the California Bar Association
- Member of the Colorado Bar Association
- Member of the Texas Bar Association
- Member of the Washington Bar Association
- Member of the Board of Directors (and incoming Chairman) of the Colorado Judicial Institute, 2015-present

## Recognition

- Named to *5280 Magazine's* "Denver's Top Lawyers" list for Labor/Employment: Defense, 2025-2026
- Named, Fellow of College of Labor and Employment Attorneys
- Civic Involvement & Honors Lexology 2013 Client Choice Awards
- Employment & Labor Law Week Colorado, "Barrister's Best 2010, Best Employment Lawyer," People's Choice
- Selected for inclusion in *Best Lawyers in America*® for Litigation – Labor & Employment, 2013-2026
- Ranked in *Chambers USA: America's Leading Lawyers for Business*, Labor & Employment, Colorado, 2010-2025
- Colorado *Super Lawyers*, 2009-present
- FORTUNE Magazine: Top-Rated Lawyer in Labor & Employment,
- 2013 ALM Top Rated Lawyers, Southern California, 2012-present
- Top Rated Lawyer in Intellectual Property by Martindale-Hubbell
- 2013 AV rated by Martindale-Hubbell Corporate Counsel Edition of Super Lawyers, 2009-2010
- Colorado Corporate Counsel Black Book, 2007-2008
- AAA Employment Law Arbitrator, 2000-present
- CLE International Intellectual Property, presenter, 2005-2007
- Chairman of the ABA Litigation Section's State Legislation Committee, 1991-1994

- Member of the ABA Task Force on Initiative and Referenda, 1994
- Contributor to ABA Employment & Labor Relations Law Journal
- Southeast Metropolitan Law Club
  - President, 2002-2003
- Special Advocate for the Rocky Mountain Children's Law Center
- Named "Litigation Star" by *Benchmark Litigation*, 2019-2026

## Matters

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- Represented health care company in three-week whistle blowing arbitration.
- Served as arbitrator in four-day arbitration involving wrongful termination and related claims and counter-claims.
- Successfully defended a defense contractor in a "just cause" arbitration case.
- Obtained the dismissal of a lawsuit alleging violation of employment discrimination claims on the ground that the individual was an independent contractor.
- Represented manufacturing company involving racial discrimination and harassment case, which settled partway through trial.
- Represented California municipality in trademark infringement and breach of contract case, which resulted in a settlement and stipulated injunction.
- Represented California municipality in trademark infringement lawsuit, which resulted in a settlement agreement and the cessation of infringing use of the City's trademarks.
- Represented California municipality in three week jury trial on claims of national origin discrimination, retaliation, harassment and failure to prevent harassment and discrimination. Defense verdict for individual defendant and on three of four claims against the city.
- Represented an information management firm in a one week jury trial on claims of wrongful termination in violation of public policy, violation of the Colorado Wage statute and related claims. Defense verdict on all but one claim.
- Defended information management firm in a wage and hour class action that resulted in a settlement approved by the court.
- Granted summary judgement for broadcast satellite service provider in a racial discrimination and retaliation case.
- Represented California municipality in an environmental case involving tunneling under city high school.
- Represented California municipality in a lawsuit involving gender discrimination, FEHA retaliation, whistleblower retaliation and failure to take corrective action. Case settled after successful mediation.
- Represented real estate investment company in connection with a wage and hour class action. Case was resolved after mediation and the court gave final approval to the settlement.
- Obtained permanent injunction enforcing non-competition agreement for private Colorado hair salon.
- Granted arbitration award in sexual harassment and retaliation in favor of broadcast satellite service provider.
- Granted summary judgement in favor of parking management company on all claims which involve race discrimination and race retaliation. Summary judgment affirmed by the 10th circuit.
- Obtained permanent Restraining Order against defendant who was threatening a city newspaper employee.

- Verdict in favor of toy manufacturer on all claims which involved copyright and trademark issues.
- Granted arbitration award in National Origin case in favor of broadcast television network.
- Granted arbitration award in favor of Colorado brewing company involved in a failed joint venture.
- Granted a Temporary Restraining Order and preliminary injunction on behalf client based on the “inevitable disclosure” doctrine.
- Represented church in a series of equitable cases in which a temporary, preliminary, and permanent injunction was sought and obtained. A first amendment case, the first of its kind in Colorado, involving the conflict between freedom of speech and freedom of religion.
- Obtained unanimous jury verdict in favor of pipe inspection service connected with a failed cement-lined elbow in an oil field.
- Granted Temporary Restraining Order and Preliminary Injunction for a gaming technology company based on misappropriation of trade secrets, unfair competition, and inevitable disclosure “doctrine.”
- Successfully represented a physician group defending breach of contract action by terminated Colorado doctor. Case settled midway through trial.