

Diane L. Prucino

Partner

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Services

Affirmative Action Programs,
Compliance & OFCCP Audits
Employment Counseling
Employment Litigation & Class
Actions
International Employment Issues
Labor & Employment
RIFS & Severance Plans
Wage & Hour

In her broad-ranging practice, Diane assists employers with any issue that relates to employees: advice, employee terminations, trade secrets, restrictive covenants, union issues, wage and hour, discrimination, harassment, leaves, and training. She gives employment law advice and defends employers in employment-discrimination, wage-and-hour, and other employment litigation brought before administrative agencies and in court. She regularly handles reductions in force; investigates harassment and discrimination complaints; conducts other workplace investigations for employers; and offers training on harassment, discrimination, and investigation issues.

She has successfully represented employers in numerous jury trials in federal court in employment discrimination cases and has litigated employment claims in over 25 states. She regularly works with foreign counsel on executive terminations overseas and has testified for employers on the adequacy of workplace investigation procedures.

Diane has been recognized in *The Best Lawyers in America*[®] for Management Employment Law, Management Labor Law, and Labor and Employment Litigation in 2020 and the 12 years immediately preceding. She was also recognized in 2009, and most recently in 2020 and the nine years immediately preceding, as a Georgia "Super Lawyer" in Labor and Employment Law by *Super Lawyers* magazine. In 2009, Diane was named a "Woman of Excellence" by *Business to Business* magazine for her influential leadership and positive impact on the



community. She has been named a Georgia "Legal Elite" by *Georgia Trend* magazine each year since 2009 and is listed in the 2020 edition and the 11 immediately preceding annual editions of *Chambers USA: America's Leading Lawyers for Business*. Diane is AV[®] rated by Martindale-Hubbell.*

*AV[®], BV[®], AV Preeminent[®], and BV Distinguished[®] are registered certification marks of Reed Elsevier Properties Inc., used under in accordance with the Martindale-Hubbell certification procedures, standards, and policies.

Experience

Represented a multinational beverage company in developing strategy and coordinating the work of foreign counsel for a global reduction in force affecting employees in more than 60 countries.

The firm served as lead counsel for American Speech-Language-Hearing Association in a disability discrimination lawsuit and obtained dismissal of all the plaintiff's claims. Our client prevailed on summary judgment on its cross-claim against the plaintiff for defamation, violation of the Lanham Act, and invasion of privacy. The Fourth Circuit Court of Appeals affirmed.

Represented a supply chain management company in a case in federal court in Georgia in which plaintiff and a class of similarly situated employees claimed they had been misclassified as exempt under the Fair Labor Standards Act. Our client asserted counterclaims for breach of contract, misuse and misappropriation of trade secrets, violation of Georgia's Computer Systems Protection Act, and tortious interference with contractual relations. Negotiated a favorable settlement for the client covering all claims.

Represented the CEO and Chairman of Compuware Corporation, a large computer services firm, in a nationally reported sex harassment case that was settled on terms highly favorable to client.

Successfully represented Invesco and its CEO in an age discrimination and whistleblower claim in Massachusetts.

Represented Quintiles Transnational Corp. and Innovex Inc. in this case for sexual harassment, sex discrimination, retaliation, and disability discrimination filed in federal court in Florida. Summary judgment was granted on behalf of our clients. *Smith v. Quintiles Transnational Corp.*, No. 5:04-cv-00657 (M.D. Fla. Dec. 17, 2004).

Education

University of Virginia School of Law, J.D. (1982)

Duke University, A.B., English and Political Science (1978) *summa cum laude*



Admissions

Georgia (1982)

Professional & Community Activities

Leadership Atlanta, Class of 2013

Atlanta Chapter of the American Red Cross, Board member and Executive Committee member

Georgia Appleseed Center for Law & Justice, Board member and Executive Committee member

The Carter Center, Board of Councilors

Insights

Alerts

BREAKING: Department of Labor Ends Pursuit of Pre-Litigation Liquidated Damages

June 26, 2020

News Releases

Kilpatrick Townsend Achieves Top-Tier Recognition from *Chambers USA 2020*

April 24, 2020

Alerts

COVID-19: Changes to OSHA Investigation and Enforcement Policies and EEOC Suspends Right to Sue Notice Deadlines

April 16, 2020

Alerts

CARES Act | Unemployment Guidance Issued by DOL

April 7, 2020

Alerts

Department of Labor Releases FFCRA Regulations as Law Becomes Effective Nationwide

April 2, 2020

Alerts

Update: Department of Labor Releases Additional FFCRA Guidance

March 27, 2020



[Alerts](#)

Layoffs, Furloughs, and Terminations: Practical Considerations for Employers in the Age of COVID-19
March 27, 2020

[Alerts](#)

CARES Act | Summary of Key Labor and Employment Provisions
March 26, 2020

[Alerts](#)

Department of Labor Releases Guidance Regarding the "Families First Coronavirus Response Act"
March 25, 2020

[Alerts](#)

The "Families First Coronavirus Response Act" Becomes Law
March 19, 2020

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Update: U.S. House Amends the "Families First Coronavirus Response Act"
March 17, 2020

[Alerts](#)

Understanding the "Families First Coronavirus Response Act"
March 16, 2020

[News Releases](#)

Kilpatrick Townsend Attorneys Named 2020 Georgia Super Lawyers
March 6, 2020

[Alerts](#)

An Employer's Guide: Protecting Your Employees From Coronavirus (COVID-19)
March 2, 2020

[Alerts](#)

DOL Publishes New Rule on Overtime Eligibility
September 25, 2019



[News Releases](#)

Record-Breaking Recognition for Kilpatrick Townsend in *The Best Lawyers in America*® 2020
August 15, 2019

[News Releases](#)

Kilpatrick Townsend Achieves Top-Tier Recognition from Chambers USA 2019
May 2, 2019

[Perspectives](#)

Video | Kilpatrick Townsend Celebrates Women's History Month
March 19, 2019

[Alerts](#)

DOL Proposes Increase to Threshold for the “White Collar” Overtime Exemption
March 11, 2019

[News Releases](#)

Kilpatrick Townsend Achieves Recognition for 2019 Georgia Super Lawyers
February 28, 2019

[In The News](#)

In Memoriam: James Hubert 'Jim' Coil III
January 18, 2019

[In The News](#)

Record-Breaking Recognition for Kilpatrick Townsend in *The Best Lawyers in America*® 2019
August 20, 2018

[News Releases](#)

Kilpatrick Townsend Achieves Recognition From Chambers USA 2018
May 11, 2018

[Alerts](#)

Ninth Circuit Rules That Prior Salary Cannot Justify Gender Pay Differentials Under the Equal Pay Act
April 11, 2018



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Kilpatrick Townsend Once Again Achieves Recognition for 2018 Georgia Super Lawyers

February 28, 2018

[News Releases](#)

Kilpatrick Townsend Attorneys Named 2017 “Legal Elite”

December 7, 2017

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Record-Breaking Recognition for Kilpatrick Townsend in The Best Lawyers in America® 2018

August 15, 2017

[News Releases](#)

Kilpatrick Townsend Achieves Recognition From Chambers USA 2017

May 30, 2017

[Alerts](#)

The Seventh Circuit Holds That Title VII Prohibits Sexual Orientation Discrimination: Key Takeaways for Employers

April 6, 2017

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Kilpatrick Townsend Once Again Achieves Recognition for 2017 Georgia Super Lawyers

February 28, 2017

[News Releases](#)

Kilpatrick Townsend Attorneys Named 2016 “Legal Elite”

January 23, 2017

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Department of Justice Releases Guidance for Human Resources Professionals

November 3, 2016

[Alerts](#)

Department of Labor Publishes a Final Rule Establishing Paid Sick Leave Requirements for Federal Contractors

October 4, 2016



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Kilpatrick Townsend Earns Record-Breaking Recognition in Annual Best Lawyers in America 2017
August 16, 2016

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OFCCP Updates Sex Discrimination Guidelines for Federal Contractors and Subcontractors
June 15, 2016

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Kilpatrick Townsend Once Again Achieves Recognition From Chambers USA 2016
May 31, 2016

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Kilpatrick Townsend Attorneys Named 2015 “Legal Elite”
December 7, 2015

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Kilpatrick Townsend Earns Record-Breaking Recognition in Annual Best Lawyers in America 2016
August 19, 2015

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EEOC Holds That Title VII Prohibits Discrimination Based on Sexual Orientation
July 20, 2015

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Kilpatrick Townsend Once Again Achieves Recognition From Chambers USA 2015
May 22, 2015

[Alerts](#)

SEC Takes Aim at Employee Confidentiality Agreements with “Potential Chilling Effect” on Whistleblowers
April 6, 2015

[Alerts](#)

Department of Labor Broadens Family and Medical Leave Act Protections for Same-Sex Spouses
February 26, 2015



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Kilpatrick Townsend Once Again Achieves Recognition for 2015 Georgia Super Lawyers

February 26, 2015