



Contact

Edward C. Young

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Edward “Eddie” C. Young is an associate in the Labor & Employment Law Department and a member of the Firm’s Whistleblowing & Retaliation and the Non-Compete & Trade Secrets Groups.

Eddie’s practice focuses on defending companies in all aspects of employment litigation, including claims of discrimination, harassment and retaliation, breach of restrictive covenants (e.g., noncompetition and nonsolicitation), and whistleblower retaliation. He has handled such cases before state and federal courts throughout the country, as well as before the U.S. Equal Employment Opportunity Commission, the Illinois Department of Human Rights, the American Arbitration Association and the Department of Labor.

Most recently, Eddie was recognized as a “Rising Star” in employment litigation defense by *Illinois Super Lawyers*. He is also a regular contributor to Proskauer’s Whistleblower Defense blog, where he publishes on recent developments.

Prior to joining Proskauer, Eddie was a cum laude graduate from Loyola University Chicago School of Law. He began his practice at a national management-side employment law firm, and has also worked in the corporate human resources department of a national tax consulting firm and as a Coles Fellow with the Illinois Human Rights Commission.

Matters

Eddie has represented employers in many important trial court and appellate cases, including:

- provided representation to the U.S. Chamber of Commerce as amicus curiae before the United States Supreme Court regarding the scope of the Dodd-Frank Act's whistleblower anti-retaliation provision
- summary judgment in action alleging race and national origin discrimination, hostile work environment and retaliation; affirmed by Seventh Circuit
- summary judgment in action alleging age discrimination and hostile work environment
- summary judgment in action alleging racial discrimination and harassment
- summary judgment on Sarbanes-Oxley whistleblower claim
- defense of putative nationwide Fair Credit Reporting Act class action
- defense of putative class action covering Southeast United States and single-plaintiff wrongful termination claim
- defense of claims of usurpation of corporate opportunity, breach of fiduciary duty, civil conspiracy and breach of restrictive covenants
- defense of ERISA denial of benefits claim
- defense of claims of sexual harassment, hostile work environment and sex discrimination under Title VII and state tort claims

Practices

Class Actions, Whistleblowing & Retaliation, Wage and Hour, Non-Compete & Trade Secrets, Employment Litigation & Arbitration

Education

Loyola University Chicago School of Law, J.D., 2012

cum laude

Staff Editor, *Annals of Health Law*

Wagner Labor & Employment Law Moot Court National Semi-Finalist

CALI Award for Legal Writing II and Client Counseling

Loyola University Chicago, M.S., 2009, Human Resources and Industrial Relations

University of Illinois at Urbana-Champaign, B.A., 2007, Political Science

Admissions & Qualifications

Illinois

Court Admissions

U.S. District Court, Illinois, Northern District

Illinois Supreme Court

U.S. District Court, Michigan, Eastern District

U.S. District Court, Wisconsin, Eastern District

U.S. Court of Appeals, Seventh Circuit

Memberships

Illinois Bar Association

American Bar Association

Awards & Recognition

Illinois Super Lawyers "Rising Star" 2017-2019