



## Caroline M. Colangelo

### Associate - Employment Law

✉ ccolangelo@delfinomadden.com

☎ 916.661.5688

Assistant: Rebekah Flores

✉ rflores@delfinomadden.com

☎ 916.661.5692

Clients facing challenges in the workplace with their current, former, and potential employees rely on Caroline Colangelo for advice regarding federal and California employment laws and regulations.

Through her strong analytical and writing skills, Caroline assists clients on a wide-range of employment issues, with a primary focus on defending employers in employment litigation, including claims for discrimination, harassment, retaliation, wrongful termination, and wage and hour violations. Caroline also counsels clients to ensure their employment policies, practices, and handbooks are compliant with federal and state laws.

Caroline has represented regional businesses, sole proprietors, and individuals. Her practice involves complex litigation matters, class actions, employment disputes, and administrative claims. She has successfully resolved lawsuits involving claims for unfair business practices, breach of partnership agreements, disability discrimination, racial discrimination and harassment, and Form I-9 noncompliance, among others. While she primarily practices in state court, she also handles cases in federal court and before California's administrative enforcement agencies. Caroline is involved in all phases of the litigation process including pretrial pleading and motion practice, discovery and depositions, expert disclosure and trial.

Caroline has worked on four different appellate death penalty cases that involved extensive post-conviction appellate review and interviewing witnesses and jurors involved in the original trials. She has also assisted in drafting portions of post-conviction habeas briefs regarding mental retardation and diagnosis and effects of temporal lobe epilepsy. She is currently a mentor to high school students through the McClatchy Law Academy. She enjoys traveling, reading, hiking, and camping, and is also an avid classic rock fan and attends concerts whenever she can.

## Professional Affiliations

### **Professional, Community and Pro Bono Involvement:**

- ▶ Member, Sacramento County Bar Association, Employment Law Section, 2008–Present
- ▶ Member, Metro EDGE, Sacramento Metro Chamber, 2012–2013
- ▶ Member, Sacramento Human Resources Association, 2011–2013

### **Education**

- ▶ J.D., Cornell University Law School, 2011
- ▶ B.A., with high honors, University of California at Santa Barbara, 2007

### **Bar Admissions**

California

### **Court Admissions**

- ▶ United States District Court Eastern District of California
- ▶ United States District Court Northern District of California