



MARC J. SIEGEL

age	39
law school	University of Illinois College of Law
area of practice	Labor & Employment
firm	Caffarelli & Siegel Ltd. 180 North Stetson Suite 3150 Chicago, IL 60601

**He brings to
our profession the
best of what it means
to be a lawyer.**

Marc J. Siegel, 39, is a champion for clients both big and small. A rarity in his field, after co-founding Caffarelli & Siegel, Ltd. ten years ago, Siegel has largely switched from representing corporations to advocating for the employees in employment disputes.

His experience representing both individuals and businesses sets Siegel apart among labor attorneys, said Staci Rotman of Franczek Radelet. "Marc understands what management counsel will and will not agree to and, therefore, does not fill his clients with false hope. Marc is a formidable adversary who represents his clients professionally, ethically and creatively." Adds Michael Cramer of Ogletree Deakins: "Marc is good with people – a wide variety of people. In addition to the ability to see employment issues from opposite vantage points, it is apparent that Marc can communicate well with his clients, witnesses, and opposing counsel. Indeed, he represents both high-level executives and entry-level employees with equal vigor and skill."

Being a champion for his clients isn't always easy; but Siegel's persistence and commitment shine through, as one nominator recalled. "Marc did an excellent job representing the interests of his client, a former company executive, in obtaining a reasonable settlement package in the face of severe problems with his client's prior misconduct and his client's lack of candor in providing Marc information. Many attorneys would have given up when confronted with these obstacles, but Marc, to his credit, persevered on behalf of his client and, frankly, despite his client. All the time, he was a gentleman and a professional. To me, successful advocacy on behalf of a disreputable client, done with grace and charm, is the definition of quality lawyering."

Siegel understands that labor and employment law demands sensitivity and care, said attorney Gwen Carroll, who once opposed Siegel on a case. "Due in no small part to Marc's sensitivity to the realities of the case on which I dealt with him as opposing counsel, and particularly his careful preparation and planning regarding the supporting case law for his position (that of the plaintiff), as well as his sensitive handling of his client's interests and needs, a case that had the potential for costly, tension-riddled, and painful litigation settled to the satisfaction of both parties," Carroll said. "I continue to be moved by the passion, commitment, ability, and intelligence he brings to the practice of law. He brings to our profession the best of what it means to be a lawyer."

Siegel applies that same persistence, sensitivity, and passion to his management-side clients, the majority of which he has represented for most of his career. One nominator says: "Marc has given us sage counsel and has served as litigation counsel for us on a number of difficult labor and employment matters, all of which resulted in favorable outcomes. Marc has a unique ability to understand his clients' goals and craft unique solutions to each problem. As a result, when he speaks, I listen."

Over the years, Siegel has represented companies such as Marmon Corporation, HARPO, and Allied Waste, as well as the State of Illinois and City of Chicago; but Siegel, who speaks Spanish, also tallied many successes litigating on behalf of everyday workers. Siegel and his firm file dozens of wage and hour cases each year, many of which are class cases. Designated class counsel by the courts, Siegel has resolved, among others, a \$2.6M case against a food manufacturer and a \$920,000 case against a meat packing company, both on behalf of low-income employees who were not fully paid for their time worked. As a result of both lawsuits, the companies changed their practices to conform to the law. Compliance and fair treatment are the objectives that Siegel keeps in mind, no matter the client or type of case.

A certified mediator, Siegel has a knack for substantially improving the terms and conditions of employment agreements and separation packages for his clients. Caffarelli & Siegel, Ltd., which has developed a niche in FMLA, qui tam, whistleblower, and class action wage cases, recently opened a second office in San Francisco.

Siegel speaks nationally on labor and employment issues, and is a published author in newspapers, journals, and public records. Siegel graduated *cum laude* both from his undergraduate school, Duke University, and from the University of Illinois College of Law.