



Wayne N. Outten

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WAYNE N. OUTTEN is Chair and Founding Partner of Outten & Golden LLP. He was the Managing Partner from the founding of the firm in 1998 until the end of 2018. His practice focuses exclusively on representing individuals in all areas of employment law. He co-chairs the firm's [Executives and Professionals](#) and [Whistleblower Retaliation](#) Practice Groups.

Mr. Outten's practice focuses on representing high-level employees and professionals in all aspects of their employment, including negotiation of employment, compensation, and severance agreements. He is the author of the "Representing the Executive" chapter in Executive Compensation (Bloomberg). His practice includes representing employees in multinational employment contexts, including expatriate and seconded employees.

Mr. Outten's notable cases include: a recovery of more than \$12 million in a gender discrimination/retaliation case against Morgan Stanley in federal court; an \$18.9 million arbitration award in a breach of contract case against Deutsche Bank (with partner Larry Moy); and a \$71.5 million arbitration award under a profit participation plan against another international bank - perhaps the largest arbitration award in an employment case (with partners Larry Moy and Tammy Marzigliano).

Mr. Outten was selected by his peers as one of the “Best Lawyers in America” every year since 1987 and as one of New York’s Super Lawyers, where he is listed as one of the Top 100 New York Metro Super Lawyers every year since 2006. Best Lawyers designated him "Lawyer of the Year 2010" for Labor and Employment Law - New York City and "Lawyer of the Year 2012" for Litigation - Labor and Employment in New York City. He was selected for the Lawdragon 500 Leading Lawyers in America every year since 2005, and for the Lawdragon 500 Leading Litigators in America in 2006, and the Lawdragon 500 Hall of Fame in 2020. Mr. Outten was also selected to the new Lawdragon 500 Plaintiff Employment Lawyers in 2018. Mr. Outten has been an AV Preeminent Rated Lawyer in the LexisNexis Martindale-Hubbell Top Rated Lawyers since 1992.

Mr. Outten was a Co-Founder in 1993 of Workplace Fairness, a charitable/educational organization, and is its current president: www.workplacefairness.org. He is Co-Founder and Co-Chair of the Lawyers International Network for Employees and Executives (LINEE): www.lineenetwork.org. He has held leadership positions in numerous employment-related bar associations during the past 40 years.

He was a law clerk for U.S. District Court Judge Gus J. Solomon, District of Oregon (1974-76) and was an instructor at the NYU School of Law (1976-1978). He was an associate and then a partner at Lankenau Kovner & Outten, LLP (1979-1998).

Mr. Outten received his B.S. from Drexel University in 1970 and his J.D. from New York University School of Law in 1974, where he was an Arthur Garfield Hays Civil Liberties Fellow.

(*Prior results do not guarantee a similar outcome.)