

**Rebecca L. Springer**

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Practice Areas

- Labor & Employment
- Litigation
- Construction
- Labor & Employment/ERISA

Rebecca Springer joined Crowell & Moring in 1999 and currently serves as Counsel. Her practice focuses on labor and employment litigation and counseling, particularly in the area of Office of Federal Contract Compliance Programs ("OFCCP") compliance. Rebecca has extensive experience conducting audits of personnel practices, preparing Affirmative Action Plans, and counseling clients on affirmative action issues. She has expertise conducting statistical analyses of compensation practices for purposes of class action litigation, OFCCP compliance audits, and employer self-audits.

Rebecca has also worked extensively on single-plaintiff, multi-plaintiff and class action labor and employment litigation involving allegations of race discrimination, sexual harassment, protection of trade secrets, and traditional labor law issues.

Rebecca is a Certified Information Privacy Professional ("CIPP") and a member of the firm's Privacy and Data Protection team. In that capacity, she counsels clients regarding certification and compliance with the "Safe Harbor" scheme administered by the US Department of Commerce, and compliance with the growing framework of state laws implicating privacy concerns.

Rebecca graduated from Duke University School of Law where she received the Duke Law Advocacy Award for excellence in oral advocacy. Prior to attending law school Rebecca worked in the White House as the Assistant to the Counselor to the President and then at *U.S. News & World Report* as the Special Assistant to the Editor-at-Large. She is a member of the Virginia and District of Columbia bars.

Education

- Washington University, B.A. (1993)
- Duke University School of Law, J.D. (1999)

Affiliations

Admitted to practice: District of Columbia, Virginia