



Principal, Boston

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## Practices

- Employment Litigation
- Workplace Training

## Education

- Suffolk University Law School, J.D. 2011
- Bowdoin College, B.A. 2006

## Admitted to Practice

- 1st Circuit Court of Appeals 2016
- Massachusetts - D. Mass. 2012
- Massachusetts 2011

Keerthi Sugumaran is a principal in the Boston, Massachusetts, office of Jackson Lewis P.C. and is a co-leader of Jackson Lewis' Asian American resource group. Her practice focuses on representing and defending employers in a variety of workplace legal matters, including claims for discrimination, harassment, retaliation, wage and hour violations, and FMLA violations. As a seasoned litigator, Keerthi regularly represents clients in front of state and federal courts and administrative agencies.

In addition to her litigation practice, Keerthi partners with her clients to understand their business so that she can effectively help minimize legal risk. She achieves this by developing policies and preventative practices for her clients and offering practical advice on difficult personnel matters before litigation arises. In addition, Keerthi is an experienced trainer on a variety of topics, including Respectful Workplace, Employment 101, Performance Management, and Leave Management. She has also completed certifications with the Massachusetts Commission Against Discrimination to train on a variety of topics.

Prior to joining Jackson Lewis, Keerthi worked at a Boston law firm for over four years as a general litigator. During this time, she represented employers in front of the MCAD, EEOC, state and federal courts. Keerthi also participated in a six-month secondment, working in-house for a private equity firm. This experience uniquely enables her to work effectively with her clients.

Keerthi's litigation experience includes:

- Successfully defended an employer in a multi-day hearing in front of the Department of Unemployment Assistance's Board of Review, where thirty-five claimants were appealing the denial of unemployment benefits during a strike
- Obtained summary judgment for an employer in a case involving claims for wage and hour violations, as well as race and national origin discrimination, harassment, and retaliation
- Obtained summary judgment for an employer and CEO in a wrongful termination claim, which was later affirmed by the Massachusetts Appeals Court
- Obtained summary judgment in an age discrimination case in the United States District Court of Massachusetts
- Successfully defended an automobile dealership accused of religious discrimination in a multi-day public hearing at the MCAD

## Honors and Recognitions

- *The Best Lawyers in America*®, "Litigation – Labor and Employment" (2025)
- *The Best Lawyers in America*®, "Ones to Watch: Litigation – Labor and Employment" (2021)
- *Boston Magazine*, "Top Lawyers" (2022)
- *Boston Business Journal*, "40 Under 40" (2022)

- South Asian Bar Association of Greater Boston, Board Member of the Year (2018)
- GetKonnected! 50 Most Influential Attorneys of Color in Greater Boston (2019)
- Massachusetts Lawyers Weekly Up & Coming Lawyer (2019)
- *Massachusetts Super Lawyers*®, “Rising Stars” (2016-2024) and “Super Lawyers” (2024)

### Pro Bono and Community Involvement

- Lawyers Clearinghouse – Advising nonprofits on employment issues
- X-Cel Education, Inc., a local non-profit that provides free Hi-Set and college preparation courses, as well as job readiness programs

### Published Works

- “United States Supreme Court Sounds the Death Knell for Class Arbitration—Stolt-Nielsen S.A. v. AnimalFeeds Int’l Corp., 130 S. Ct. 1758 (2010),” *Suffolk Journal of Trial and Appellate Advocacy* (Spring 2011) [Author]

### Speeches

- Association of Corporate Counsel
- 2019 Annual Conference – Paid Family and Medical Leave Acts
- "Managing Difficult Leave Scenarios," 2018 ACC-Northeast