

CASSANDRA W. LENNING

EXPERIENCE

BIBIYAN LAW GROUP

Seattle, WA

Senior Managing Attorney | *March 2026–present*

- Leading the firm’s new Washington State Employment Practice, including case development and strategy.
- Helping build and manage the firm’s anticipated Seattle office, including hiring, operations, and integration with California practice.
- Litigating individual and class discrimination, retaliation, equal pay, and wage and hour matters.

OUTTEN & GOLDEN LLP

Seattle, WA / San Francisco, CA

Partner | *Jan. 2021–Mar. 2026*

Associate | *Sept. 2017–Dec. 2020*

- Successfully first and second-chaired multiple arbitration and jury trials.
- Primarily represented individual employees and executives across a broad range of employment matters, from contract negotiation and pre-suit dispute resolution to litigation at the trial and appellate levels.
- Experience in multi-plaintiff matters, including class action litigation against Amazon, mass arbitrations against Twitter, and a mass layoff involving Meta.

HELLER, HURON, CHERTKOF & SALZMAN PLLC

Washington, DC

Associate | *June 2015–Sept. 2017*

- Managed federal and state employment litigation docket.
- First-chair in arbitration; second-chair in two-week trial; argued multiple motions.
- Conducted extensive discovery, including taking and defending 12+ depositions.
- Drafted motions, dispositive briefing, and post-trial and appellate briefing.

CONRAD & SCHERER, LLC

Washington, DC

Associate | *Sept. 2013–June 2015*

- Litigated international human rights, civil liberties, and plaintiff-side employment and tort matters, including on appeal.

INTERNATIONAL RIGHTS ADVOCATES

Washington, DC

Litigation Fellow | *Sept. 2012–Sept. 2013*

- Litigated cases against U.S. corporations for human rights abuses abroad.
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WASH. LAWYERS' COMM. FOR CIVIL RIGHTS AND & URBAN AFFAIRS Washington, DC
Visiting Attorney, Immigrant & Refugee Rights Project | *Apr. 2012–Sept. 2012*

AMERICAN CIVIL LIBERTIES UNION OF WASHINGTON Seattle, WA
Policy Advocacy & Legal Fellow | *Oct. 2011–Mar. 2012*

EDUCATION

- J.D., Duke University School of Law
- B.A., University of Washington, *cum laude*

BAR ADMISSIONS

Washington • California • District of Columbia • Virginia (inactive)

PROFESSIONAL ASSOCIATIONS

- Washington State Bar Association, Labor & Employment Law Section
 - Chair (2022–2025)
 - Executive Committee (2020–present)
- Washington Employment Lawyers' Association
- California Employment Lawyers' Association

RECOGNITION

- Best Lawyers – Labor & Employment Litigation (2024–2025)
- Lawdragon 500 Leading Civil Rights & Plaintiff Employment Lawyers (2022–2025)
- Super Lawyers – Rising Star (2019–2022)