

Susan Lorenc

Partner

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Chicago – 312.999.7053



Susan is a strategic labor and employment advisor who helps organization make confident, well-informed decisions about their workforce. She collaborates to map out the best course of action to address clients' needs.

She partners closely with leadership and HR teams to understand their goals, anticipate challenges, and chart practical paths forward, both in the boardroom and the courtroom.

Drawing on deep experience across industries and geographies, Susan guides clients through the full spectrum of employment issues — from day-to-day questions to high-stakes disputes. Susan has extensive experience advising clients on executive separations. She represents companies in mediations, arbitrations, and state and federal trials, including appeals before the Seventh Circuit. Technology companies, especially those in the Chicago area, and higher education institutions often rely on her as an extension of their in-house legal team.

Clients turn to Susan for clear, business minded counsel on hiring, terminations, policies, wage and hour matters, family and medical leave, and claims involving harassment, discrimination, and retaliation. She negotiates employment and severance agreements and advises on workforce considerations in mergers and acquisitions. She also helps companies navigate EEOC matters, remote work ADA compliance, background check obligations under the Fair Credit Reporting Act, WARN Act analysis, and other regulatory requirements.

Known for staying ahead of fast-moving legal developments, Susan helps employers prepare for and adapt to emerging issues such as non-compete restrictions and evolving marijuana laws. Her clients value her straightforward guidance, her ability to break down options and risks, and her instinct for addressing concerns before they become problems.

Above all, clients trust Susan for her honesty, clarity, and unwavering commitment to

Education

- University of Wisconsin Law School (J.D., 2002)
- University of Michigan (B.A., 1998)

Bar Admissions

- Illinois
- Wisconsin

their success. She listens closely, responds quickly, and provides grounded advice that helps leaders make decisions they can stand behind.

Select Experience

- Dismissal of failure to hire discrimination case affirmed by 7th Circuit. *
- Obtained a partial verdict in an FMLA inference case in federal court jury trial. *
- Obtained a completely favorable jury verdict in sexual harassment suit in Cook County. *
- Granting of summary judgment in wrongful demotion suit affirmed by 7th Circuit. *

Court Admissions

- U.S. District Court for the Northern District of Illinois
- U.S. District Court for the Southern District of Illinois
- U.S. District Court for the Western District of Wisconsin
- U.S. Court of Appeals for the Seventh Circuit

Charitable & Civic Involvement

- Chicago Innovation
 - Board of Advisors, 2023-2026
 - Foundation Un-Gala Co-Chair, 2020-2022
- Board of Directors, TechForward, 2017-2020
- Co-Founder, Mothers Against Violence in Schools (MAVinS)

Accolades

- *Crain's Chicago*, "Notable Women in Law," 2026
- *Illinois Super Lawyers*®, 2019-2026
- *Illinois Super Lawyers*®, "Rising Stars," 2010-2016
- *Leading Lawyers*, "Emerging Lawyer," 2015

Dorsey Work Watch

April 6, 2026

Illinois Employment Law Updates for 2026: What Employers Need to Know

March 2, 2026

Susan Lorenc Joined Dorsey & Whitney in Chicago as Partner in Labor & Employment Group