

Counsel



Moira Heiges-Goepfert is an accomplished employment and civil rights litigator who advises and represents management in complex, high stakes matters across federal and state courts, administrative proceedings, and arbitration. Her practice includes defending class and collective litigation involving wage and hour claims, worker classification issues, discrimination and harassment, including matters arising under Title VII, the ADA, ADEA, FLSA, and analogous state laws. She has extensive experience handling cases that challenge company-wide policies and practices and regularly manages matters through all phases of litigation, including appeals and amicus briefing.

Moira brings a strategic, court-focused approach to her work, shaped by prior federal judicial clerkships at the district and circuit court level, and years of experience navigating sophisticated litigation from early assessment through resolution. Her background enables her to anticipate risk, manage complex procedural and substantive issues, and develop practical and effective litigation strategies for employers facing high-exposure claims.

PROFESSIONAL EXPERIENCE:

- Outten & Golden LLP, San Francisco, CA
 - Counsel (2022 - 2026)
 - Associate (2017 - 2022)
- Cleary Gottlieb Steen & Hamilton LLP, New York, NY
 - Litigation Associate (2010 – 2014)

JUDICIAL CLERKSHIP:

- Law Clerk to The Honorable Jon O. Newman, U.S. Court of Appeals for The Second Circuit, New York, NY (2016 – 2017)
- Law Clerk to The Honorable Valerie Caproni, U.S. District Court, Southern District of New York, New York, NY (2014 – 2016)

EDUCATION:

- University of Minnesota Law School, Minneapolis, Minnesota (J.D., 2010)
- Yale University, New Haven, Connecticut (B.A., 2004)

BAR ADMISSIONS:

- State of California (2019)
- State of New York (2011)
- U.S. Court of Appeals for the Second Circuit (2022)
- U.S. Court of Appeals for the Seventh Circuit (2025)
- U.S. Court of Appeals for the Ninth Circuit (2022)
- U.S. District Court for the Northern District of California
- U.S. District Court for the Southern District of New York
- U.S. District Court for the Eastern District of New York

RECENT SPEAKING ENGAGEMENTS

- Recent Developments in Litigation Post-Students for Fair Admission (SFFA) v. Harvard - Equal Justice Conference, San Francisco (May 2025)
- Plaintiff and Defense Counsel Roundtable - California Employment Lawyers Association (May 2022)
- Post-COVID Employment Law Update – Santa Clara Law School, Katharine & George Alexander Community Law Center Speaking Series (January 2022)
- Epic Maneuvers: Litigation and Legislative Tactics in the World of Class Action Waivers – Upper Midwest Employment Law Institute (September 2020)

LANGUAGE FLUENCY:

- Advanced Intermediate Spanish
- Intermediate Mandarin