



Kimberly A. Yates

Program Director, Littler onDemand
Shareholder

600 Washington Avenue
Suite 900
St. Louis, MO 63101
main: (314) 659-2000
direct: (314) 659-2005
fax: (314) 659-2099
kyates@littler.com



Focus Areas

Littler onDemand

Overview

As a program director, Kimberly A. Yates partners with attorneys throughout the firm to manage the work that flows through Littler onDemand (LoD), a technology-based platform that provides fast and easy access to practical advice and counsel on workplace legal issues and critical data analytics. In this role, Kim oversees a team of LoD Counsel, who provide highly efficient, relevant advice and leverages Littler-developed tools to ensure that the firm's approach to managing the work aligns with the client's overall philosophy and expectations. Kim routinely consults with LoD clients to assist them in monitoring metrics related to their portfolio of advice and counsel work.

Prior to joining the LoD Team, Kimberly was the program director for Littler CaseSmart – Charges where she managed a national team of FlexTime Attorneys who process agency charges and other pre-litigation matters.

Before moving into these leadership roles, Kimberly's practice included advice and counsel for global clients and various labor and employment litigation, particularly in the areas of:

- Discrimination and retaliation lawsuits
- Wage and hour collective and class action matters
- Trade secrets, restrictive covenant agreements and unfair competition cases
- Management and employee training

She has represented clients across a multitude of industries, and has specific experience with claims arising under:

- The Fair Labor Standards Act and Missouri Wage Laws
- Title VII of the Civil Rights Act

- The Americans with Disabilities Act
- The Family and Medical Leave Act
- The Missouri Human Rights Act
- Missouri and Illinois state laws governing the employment relationship

Kimberly also drafted substantial portions of Missouri's revised Dram Shop law, which was subjected to heavy judicial scrutiny and survived a constitutional challenge.

Additionally, Kim has provided client counseling concerning risk management and compliance with state and federal employment laws. A frequent speaker and lecturer on labor and employment matters, she also has trained executives and management on:

- Wage and hour compliance
- Personnel policies and practices
- Employee discipline and discharge
- Workplace safety

Kim is a member of the core team of the firm's Associates Committee and a member of the Talent Advisory Council.

In law school, Kim was lead articles editor for the *Journal of Dispute Resolution*. Prior to beginning a career in law, she worked for a global distribution company as a national account manager in its health and beauty care division and as a human resources executive.

Recognition

- Named, The Best Lawyers in America®, 2012-2021
- Named, America's Leading Lawyers for Business, *Chambers USA*, 2013-2015
- Named, Up and Coming Lawyers, *Missouri Lawyers Weekly*, 2009
- Named, Rising Star, Missouri and Kansas, *Super Lawyers*, 2010

Education

J.D., University of Missouri School of Law, 2000

A.B., University of Missouri-Columbia, 1992

Bar Admissions

Missouri

Illinois

Courts

U.S. District Court, Eastern District of Missouri
U.S. District Court, Western District of Missouri
U.S. District Court, Southern District of Illinois
Circuit Courts of Missouri

Publications & Press

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Littler onDemand Honored for Legal Innovation

Littler Press Release

December 13, 2019

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

New Littler 'On Demand' App Has a Human Side: Shift Lawyers

Missouri Lawyers Weekly

May 22, 2019

Littler Introduces Littler onDemand: A Data-Driven Tool for Advice and Counsel on Employment Law

HR Technologist

May 9, 2019

Introducing Littler onDemand: A Data-Driven Solution for Employment Law Advice and Counsel

Littler Press Release

May 9, 2019

Littler Appoints New Co-Chairs for Women's Leadership Initiative

Littler Press Release

February 8, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Littler Press Release

August 16, 2016

Deconstructing the Work Model: New Approach at Littler Includes Specific Tasks for Attorneys

Missouri Lawyers Weekly

December 7, 2015

Kimberly Yates to Head Littler Casesmart – Charges™

Littler Press Release

November 4, 2015

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Littler Press Release

August 18, 2015

Chambers USA Recognizes Littler and Its Attorneys

Littler Press Release

May 20, 2015

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Littler Press Release

August 18, 2014

Littler and Its Attorneys Ranked In 2014 Chambers USA Guide

Littler Press Release

May 23, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Littler Press Release

August 15, 2013

Littler Mendelson Named in the 2013 Chambers USA Guide

Littler Press Release

May 24, 2013

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition

Littler Press Release

September 7, 2012

Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition

Littler Press Release

September 12, 2011

Final Amended FLSA Regulations Make Significant Changes to Tip Credit Processes and Proposed Fluctuating Work Week Rules

Littler Insight

April 11, 2011

DOL Publishes Final Amendments to Regulations Interpreting FLSA and the Portal-to-Portal Act

Littler ASAP

April 8, 2011

Missouri Supreme Court Further Differentiates the Missouri Human Rights Act from Title VII

Littler Insight

March 5, 2009

New Missouri Wage and Hour Rules Reintroduce Federal Interpretations

Littler ASAP

February 17, 2009

Littler Mendelson Expands In Central U.S. With New St. Louis Office

Littler Press Release

January 24, 2008

Speaking Engagements

The New DOL Wage & Hour Restrictions: Challenges and Opportunities

St. Louis Association of Corporate Counsel, St. Louis, MO

October 1, 2015

Defending the Discriminator – Ethical and Other Issues Associated With Joint Representation

June 2, 2015

LGBT Bias, Prejudice, and Discrimination: Ethical Issues for Lawyers

June 2, 2015

Ethical Issues in Wage and Hour Law

Chicago, IL
June 19, 2014

Ethical Issues in Reductions-in-Force and Releases

Chicago, IL
June 19, 2014

Recent Missouri Supreme Court Case Resurrects Untimely Discrimination Claims Unless Employers Jump Through Procedural Hoops Before A Lawsuit is Filed

October 3, 2013

Love in the Workplace - What's an Employer to Do?

February 14, 2013

The Workplace of the Future: Debunking the Myths Surrounding Flexible Work

June 2, 2011

Is The Ceiling Still Glass?

Women in the Legal Profession Section - Bar Association of Metropolitan St. Louis
March 25, 2011

Ethical Issues In Employment Law

Association of Corporate Counsel
February 23, 2011

Wage and Hour Ethical Issues in Employment Law; Association of Corporate Counsel

February 23, 2011

Social Media in the Workplace; Special presentation for Federal Clerks and Judiciary

June 18, 2010

Preventing, Preparing for and Responding to Threats and Acts of Violence in the Workplace

St. Louis, MO
February 26, 2010

Reductions-in-Force: The Puzzle, The Process and The Alternatives

May 19, 2009