

## Kimberly A. Yates

Shareholder

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## Overview

Kimberly A. Yates is an experienced litigator, counselor, leader and innovator. She represents clients in employment litigation, provides advice and counsel on a variety of employment and human resource matters, and has led innovation platforms that provide these services.

Kim's practice includes 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

Additionally, Kim provides 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:

- Pandemic/COVID-19 Response
- Wage and hour compliance
- Personnel policies and practices
- Employee discipline and discharge
- Workplace safety

Kim's management and strategic leadership experience includes roles at the firm leading two of Littler's award-winning innovation platforms - Littler CaseSmart®- Charges (LCS) and Littler onDemand (LoD). As Program Director for LCS – Charges, Kim led the team of national LCS Counsel defending agency charges and other pre-litigation matters. Kim also served as Program Director for Littler onDemand during development and launch of the technology-based, advice-and

counsel platform. In her Program Director roles, Kim provided clients extensive consulting on program performance and analysis of metrics related to their employment matters and legal services.

Kim developed and led the firm's Littler onDemand COVID-19 Task Force process connecting clients with fast and effective subject-matter knowledge during the pandemic. Kim is a current member of Littler's Women's Leadership Initiative Steering Committee and a past member of the core team of the firm's Associates Committee and 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. Kim also drafted substantial portions of Missouri's revised Dram Shop law, which was subjected to heavy judicial scrutiny and survived a constitutional challenge.

## Recognition

- Named, The Best Lawyers in America®, 2012-2024
- 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© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

**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**

*Little Insight*

April 11, 2011

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

*Little ASAP*

April 8, 2011

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

*Little Insight*

March 5, 2009

**New Missouri Wage and Hour Rules Reintroduce Federal Interpretations**

*Little ASAP*

February 17, 2009

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

*Little Press Release*

January 24, 2008

## **Speaking Engagements**

**2022 St. Louis Regional Employer Conference**

St. Louis, MO

September 22, 2022

**The New DOL Wage & Hour Restrictions: Challenges and Opportunities**

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

October 1, 2015

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

June 2, 2015

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

June 2, 2015

**Ethical Issues in Reductions-in-Force and Releases**

Chicago, IL

June 19, 2014

**Ethical Issues in Wage and Hour Law**

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

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

February 23, 2011

**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