

LaToi D. Mayo

Shareholder

Co-Chair, Healthcare Industry Group

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Focus Areas

Discrimination and Harassment

Wage and Hour

Hiring, Performance Management and Termination

Policies, Procedures and Handbooks

Immigration and Global Mobility

Home Health and Home Care

Overview

LaToi D. Mayo has advised, counseled and defended employers in regard to labor and employment matters for over 18 years. Most recently, LaToi has developed extensive skills in enforcing employment related arbitration agreements, defending and managing wage and hour class actions and advising employers on state and federal wage and hour compliance issues. She also routinely assists employers with respect to diversity, discrimination, and leave issues. She works frequently with hospitality and service related groups, manufacturers, health care facilities, financial institutions and local city governments.

LaToi routinely presents at seminars focusing on labor and employment topics for a variety of professional organizations in Kentucky. She also conducts training for managers, supervisors and the general workforce and provides labor and employment compliance counseling.

Professional and Community Affiliations

- Appointed, Board of Directors, Commerce Lexington, 2019
- Member, American Bar Association

- Appointed, Board of Governors, Kentucky Bar Association
- Member, Kentucky Bar Association
- Appointed, Trial Commission, Kentucky Bar Association, 2024-2028
- Appointed, Continuing Legal Education Commission, Kentucky Bar Association, 2018-2022
- Member, Fayette County Bar Association
- Member, National Bar Association, John Rowe Chapter
- Member, Board of Directors, Legal Aid of Bluegrass
- Member, Ethics Commission, Lexington Fayette Urban County
- Member, Pro Bono Volunteer Program, Fayette County Bar Association

Recognition

- Named, Lawyer of the Year, Litigation - Labor and Employment, Lexington, *The Best Lawyers in America*®, 2022
- Named, The Best Lawyers in America®, 2018-2025
- Ranked, Labor & Employment, *Chambers USA*, 2014-2024
- Named, Top 10 Most Influential Labor & Employment Lawyers in Kentucky, *Business Today*, 2023
- Recipient, Rising Star, *Lexington Young Professionals Association*, 2005
- Recipient, Pro Bono Program, *Inc. Distinguished Volunteer Award*, 2005
- Recipient, Outstanding Young Lawyer Award, *Fayette County Bar Association*, 2006
- Recipient, Outstanding Young Lawyer, *Kentucky Bar Association*, 2008

Education

J.D., University of Kentucky, 2001

B.A., University of Kentucky, 1998, *cum laude*

Bar Admissions

Kentucky

Courts

U.S. Supreme Court

U.S. Court of Appeals, 6th Circuit

Kentucky Supreme Court

U.S. District Court, Western District of Kentucky

U.S. District Court, Eastern District of Kentucky

Publications & Press

Littler Ranked in 2024 Chambers USA Guide

Littler Press Release

June 6, 2024

Summit focuses on the business case for diversity, equity and inclusion

The Lane Report

October 13, 2023

Littler Recognized in 2023 Chambers USA Guide

Littler Press Release

June 6, 2023

The Key Laws That Will Impact Kentucky Businesses and Workplaces in 2023

The Lane Report

January 3, 2023

The Move to Hybrid Work Models: Survey Insight

The Lane Report

September 16, 2022

Littler Ranked in Chambers USA Guide 2022

Littler Press Release

June 1, 2022

Best Lawyers in America® 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

The History and Importance of Juneteenth

Littler Podcast

June 16, 2021

Littler Ranked in Chambers USA Guide 2021

Littler Press Release

May 27, 2021

Creating a Safe Space at Work for Discussing Social Justice Topics

SHRM Online

August 21, 2020

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

Littler Press Release

August 20, 2020

Kentucky Closes All Nonessential Retail Businesses

Littler ASAP

March 23, 2020

How to Help People with Criminal Histories Break Employment Barriers

SHRM Online

October 17, 2019

Dread dealing with one of your employees? Here's how to get over it

CNN Business

August 22, 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

How to help people with criminal records break barriers to employment

ABA Journal

June 26, 2019

Littler Ranked in 2019 Chambers USA Guide

Littler Press Release

April 25, 2019

Littler Names New Leadership to Its Affinity Groups and Diversity & Inclusion Council

Littler Press Release

February 14, 2019

LaToi Mayo Appointed to 2019 Commerce Lexington Board of Directors

Littler Press Release

January 8, 2019

Pay Equity: A Continuing Trend of State Legislative Action in 2018

HR Professionals Magazine

November 26, 2018

Survey Finds Employers in Kentucky, Nation Trying to Keep Up with Changing Mandates and Work Culture

The Lane Report

August 29, 2018

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

Littler Press Release

August 15, 2018

Littler Ranked in 2018 Chambers USA Guide

Littler Press Release

May 15, 2018

The FLSA After 80 Years: How Has It Changed and What Lies Ahead?

SHRM Online

April 16, 2018

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

Littler Press Release

August 17, 2017

Legislative Action and Inaction May Both Be Beneficial for Kentucky Employers

HR Professionals Magazine

June 1, 2017

Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide

Littler Press Release

May 26, 2017

Kentucky Enacts Right-to-Work Law

Littler ASAP

January 10, 2017

Top Labor and Employment Law Attorneys

HR Professionals Magazine

October 2016

Chambers USA Recognizes Littler and Attorneys in 2016 Guide

Littler Press Release

May 27, 2016

Chambers USA Recognizes Littler and Its Attorneys

Littler Press Release

May 20, 2015

Littler and Its Attorneys Ranked In 2014 Chambers USA Guide

Littler Press Release

May 23, 2014

Court Finds PetSmart Avoids Title VII Liability For Worker's Same-Sex Harassment Claim

BNA Daily Labor Report

October 24, 2012

Littler Mendelson Welcomes Experienced Lexington Attorney LaToi D. Mayo to Its Kentucky Office

Littler Press Release

December 13, 2010

Speaking Engagements

Difficult Leave and Accommodation Challenges in Home Health Care

January 10, 2024

Late Night with Littler: A Healthcare Industry Roundtable

Littler Executive Employer Conference

May 4, 2022

Kentucky Wage & Hour Update Live Training

Lexington, KY

March 16, 2022

Navigating the Triangle Web of ADA/FMLA/WC and Unemployment Compensation Issues in the Pandemic

July 6, 2021

Navigating Difficult FMLA and ADA Issues in the Middle of a Pandemic

Lexington, KY

April 15, 2021

Scary Situations: Handling Sensitive Employment Challenges in a Pandemic

October 30, 2020

Practical Considerations for Getting Your Employees Back to Work

May 14, 2020

Common FMLA Missteps and Misconceptions

Kentucky Society for Human Resource Management Conference (SHRM)

August 28, 2019

Preventing Sexual Harassment in the Workplace and What to Do When Claims Are Made

Lexington, KY

May 17, 2019

Preventing Sexual Harassment in the Workplace and What to Do When Claims Are Made

Kentucky Chamber Annual HR Update

May 8 & May 28, 2019

#MeToo Movement and Retaliation and Other Employment Law Updates

Louisville Bar Association

April 17, 2019

CLE for Beginners – How to be Compliant and Keep your Law License

Kentucky Bar Association – New Lawyer Program

February 5, 2019

Challenging Workplace Disability Scenarios

Kentucky Society for Human Resource Management Conference (SHRM)

August 30, 2018

Pay Equity Laws: A Rapidly Expanding Frontier

Lexington Urban League Young Professionals

June 2018

2018 Discrimination Law Update

University of Kentucky Employment Law Update

June 2018

Sexual Harassment Policy: How the Me Too Movement Might Affect You Too

Kentucky Chamber HR Update

May 1 and May 24, 2018

Wage and Hour Update

Kentucky Association of Corporate Counsel (ACC)

April 2018

Women and the Practice of Law: Breaking Glass Ceilings; Still Climbing Mountains

Young Professionals of Color

March 2018

Religion in the Workplace

Kentucky Society for Human Resource Management (SHRM)

August 2017

Working on Overtime: Preparing for DOL's Changes to FLSA Overtime Regulations

32nd Annual Kentucky SHRM Conference

September 1, 2016

Working on Overtime: Preparing for DOL's Changes to FLSA Overtime Regulations

2016 Bluegrass SHRM Meeting

August 9, 2016

A Guide to Understanding Discrimination, Harassment and Retaliation

Training presentation

May 17, 2016

Conducting Lawful and Defensible Workplace Investigations

31st Annual Kentucky SHRM Conference

September 25, 2015

Building Blocks: Update on FLSA, NLRB, Pregnancy Discrimination, FMLA and Social Media

Blue Grass SHRM Monthly Luncheon

June 9, 2015

Sexual Harassment and Discrimination Law Update

UK Employment Law Institute

June 6, 2014