

## 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

- Member, Kentucky Bar Association
- 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®, 2018-2024
- Ranked, Labor & Employment, *Chambers USA*, 2014-2023
- 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

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

*The Lane Report*

October 13, 2023

**Little Recognized in 2023 Chambers USA Guide**

*Little 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

**Little Ranked in Chambers USA Guide 2022**

*Little Press Release*

June 1, 2022

**Best Lawyers in America© 2022 Edition Honors More Than 240 Little Lawyers**

*Little Press Release*

August 19, 2021

**The History and Importance of Juneteenth**

*Little Podcast*

June 16, 2021

**Little Ranked in Chambers USA Guide 2021**

*Little 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 Little Lawyers**

*Little Press Release*

August 20, 2020

**Kentucky Closes All Nonessential Retail Businesses**

*Little 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**

**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