



Lisa M. Kathumbi

Shareholder

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Focus Areas

Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Hiring, Performance Management and Termination
ERISA and Benefit Plan Litigation
Investigations

Overview

Lisa M. Kathumbi represents and counsels employers, ranging from small businesses to Fortune 100 companies, across jurisdictions in a broad range of labor and employment matters arising under federal and state law. She represents employers in state and federal courts against allegations of discrimination and harassment, accommodation and leave violations, breach of noncompete agreements, wrongful termination, and whistleblower violations, among other matters. With extensive experience in employee benefits litigation, Lisa has represented clients across the country in dozens of denial of benefits claims arising under the Employee Retirement Income Security Act (ERISA).

"Lisa Kathumbi 'is a top notch labor and employment, commercial and ERISA business attorney and litigator. '" Client quote, *Best Lawyers of America*®, 2021.

In addition to her litigation practice, Lisa provides training and counsel to employers on a wide range of employment issues and conducts high-stakes workplace investigations. She has worked with numerous clients to evaluate and address allegations involving C-Suite leaders, media cases and other sensitive matters and served as a strategy partner to improve organizational culture.

Early in her career, Lisa was senior legal counsel to the Ohio Department of Health.

Professional and Community Affiliations

- President, Ohio Women's Bar Association, 2016
- Vice President, Ohio Women's Bar Association, 2014-2017
- Member, Board of Trustees, Ohio Women's Bar Association, 2011-present
- Member, Board of Directors, Ruling Our Experiences (ROX), 2010-2013
- Member, Editorial Board, Better Lawyers, Columbus Bar Association Quarterly, 2007-2012
- Member, Executive Board, John Mercer Langston Bar Association, 2009-2012
- Member, Board of Directors, Red Cross of Greater Columbus, 2008-2010
- Member, Board of Directors, City Year Columbus, 2007-2010
- Chair, Young Women's Initiative, Women's Fund of Central Ohio, 2006-2008
- Alumni, Public Allies Chicago, 2002 and 2003

Recognition

- Named, Columbus Lawyer of the Year, Employment Law, *Best Lawyers of America*®, 2021
- Named, Client Service All-Star, *BTI Consulting Group*, 2020
- Recipient, Barrister's Salute Award, *John Mercer Langston Bar Association*, 2018
- Named, Central Ohio Women Welding the Way (WELD), 2017
- Recipient, OWBA's President's Choice Award, *Ohio Women's Bar Association*, 2015
- Named, Rising Star, Ohio, *Super Lawyers*, 2014 and 2015
- Recipient, President's Choice Award, *Ohio Women's Bar Association*, 2014
- Fellow, African American Leadership Academy, 2010
- Named, Rising Star, *National Urban League*, 2007
- Dean's List, *University of Cincinnati College of Law*, 2003-2006
- Recipient, C-Ring Award, *University of Cincinnati*, 2001

Education

J.D., University of Cincinnati College of Law, 2006

M.A., University of Chicago, 2003

B.A., University of Cincinnati, 2001, *cum laude*

Bar Admissions

Ohio

Courts

U.S. Court of Appeals, 6th Circuit
U.S. District Court, Southern District of Ohio
U.S. District Court, Northern District of Ohio

Publications & Press

Shareholder Lisa Kathumbi Rejoins Littler in Columbus

Littler Press Release
April 12, 2021

“Me Too” Movement requires changes in sexual harassment policies

Channel 10 News
March 21, 2018

Labor & Employment Issues Facing the Healthcare Industry

Littler Report
April 12, 2016

Failing to manage harassment of workers can lead to litigation

McKnight’s Long Term Care News
May 4, 2015

Speaking Engagements

Healthcare Business Transactions and Employment Law Pitfalls

American Health Lawyers Association Webinar
January 13, 2016

Next Steps in the Wake of the Companionship Exemption Decision: What Should Home Care Employers Do Now?

Client Seminar
August 26, 2015

Working from Home in All Its Dimensions

Human Resources Association of Central Ohio
July 16, 2015

Report on the EEOC: Regulatory Updates, the EEOC Strategic Enforcement Plan and What to Watch for in 2015

Human Resources Law Institute - Ohio State Bar Association
May 12, 2015