



## Charles (Chad) E. Reis IV

Shareholder

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## Practice Areas

Litigation and Trials  
Discrimination and Harassment  
Wage and Hour  
Retail  
Whistleblowing, Compliance and Investigations

## Overview

Chad Reis is a skilled trial lawyer and focuses his practice on employment law, representing clients in employment litigation before juries in state and federal courts and before state and federal administrative agencies. He has a broad range of employment trial experience, including claims involving:

- Discrimination
- Harassment
- Wrongful termination, whistleblowing and retaliatory discharge
- Wage and hour matters

Chad represents numerous national and local employers in the following industries:

- Retail
- Hospitality
- Construction
- Manufacturing

Immediately after law school, Chad clerked for Judge William H. Crandall, Jr. of the Missouri Court of Appeals in St. Louis.

## Professional and Community Affiliations

- Member, 8th Circuit Jury Instruction Committee, Civil Employment Instructions
- Member, Labor and Employment Law Section, American Bar Association
- Member, Labor and Employment Law Committee, American Bar Association
- Member, Labor and Employment Law Section, Illinois State Bar Association
- Member, Labor and Employment Committee, Bar Association of Metropolitan St. Louis
- Member, Employment Committee, International Association of Defense Counsel
- Member, Business Litigation Committee, International Association of Defense Counsel
- Member, Committee on Employment Law, National Retail Federation
- Pro Bono Counsel, Easter Seals Midwest
- Former Chair, Labor and Employment Law Practice Group, American Law Firm Association, 1993-1997
- Former Member, Steering Committee, Labor and Employment Law Practice Group, American Law Firm Association

## Recognition

- Named, The Best Lawyers in America®, 2012-2025
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*
- Ranked, Labor & Employment, *Chambers USA*, 2019-2024
- Named, The POWER List for Employment Law, *Missouri Lawyers Media*, 2020-2024
- Named, Top 10 Most Influential Labor & Employment Lawyers in St. Louis, *Business Today*, 2023
- Named, Super Lawyer in Employment Law, Missouri and Kansas, *Super Lawyers*, 2005-2022
- Recipient, Goldenberg Wall of Honor Award, *Life Skills Foundation*, 2002

## Education

J.D., St. Louis University, 1982

B.A., Boston College, 1979, *magna cum laude*

## Bar Admissions

Missouri

Illinois

Kansas

## Courts

U.S. Supreme Court

U.S. Court of Appeals, 7th Circuit

U.S. Court of Appeals, 8th Circuit

U.S. District Court, Eastern District of Missouri

U.S. District Court, Western District of Missouri

U.S. District Court, District of Kansas

U.S. District Court, Southern District of Illinois

U.S. District Court, Central District of Illinois

U.S. District Court, Northern District of Illinois

## **Publications & Press**

### **Littler Ranked in 2024 Chambers USA Guide**

*Press Release*

June 6, 2024

### **Littler Recognized in 2023 Chambers USA Guide**

*Press Release*

June 6, 2023

### **Littler Ranked in Chambers USA Guide 2022**

*Press Release*

June 1, 2022

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

*Press Release*

August 19, 2021

### **Littler Ranked in Chambers USA Guide 2021**

*Press Release*

May 27, 2021

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

*Press Release*

August 20, 2020

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

*Press Release*

August 15, 2019

### **Littler Ranked in 2019 Chambers USA Guide**

*Press Release*

April 25, 2019

### **Missouri Supreme Court Takes Two Major Steps to Protect LGBTQ Individuals under the Missouri Human Rights Act**

*Littler ASAP*

March 4, 2019

### **4 Holiday-Party Considerations for Limiting Employer Liability**

*SHRM Online*

December 5, 2018

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

*Press Release*

August 15, 2018

**Missouri Appellate Court Ruling Offers Some Protections for LGBT Employees**

*SHRM Online*

October 31, 2017

**Missouri Appellate Court's Holding That Sex Discrimination May Be Based on Sex Stereotyping Offers Some Protections for LGBT Employees**

*Littler ASAP*

October 26, 2017

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

*Press Release*

August 17, 2017

**Meaning of 'Motivating Factor' May Be Subject to Debate**

*Missouri Lawyers Weekly*

July 10, 2017

**Commentary: How St. Louis Employers Should Prepare for Aug. 28**

*St. Louis Business Journal*

June 1, 2017

**Daugherty Decision at Death's Door**

*Missouri Lawyers Weekly*

May 9, 2017

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

*Press Release*

August 16, 2016

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

*Press Release*

August 18, 2015

**Missouri Courts Scrutinize Employment Arbitration Agreements**

*Littler ASAP*

July 20, 2015

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

*Press Release*

August 18, 2014

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Press Release*

August 15, 2013

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

*Press Release*

September 7, 2012

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

*Press Release*

September 12, 2011

**The Missouri Supreme Court Adopts and Clarifies the Public Policy Exception in Wrongful Discharge Claims in a Trilogy of Opinions**

*Littler ASAP*

February 10, 2010

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

*Press Release*

January 24, 2008

**Retaliation Defense Derailed**

*Stores Magazine*

September 2006

**Events & Speaking Engagements**

**2022 St. Louis Regional Employer Conference**

St. Louis, MO

September 22, 2022

**Political Speech in the Workplace**

Missouri Employment Conference

May 2021

**Can an Employer Constrain Speech in the Workplace in These Turbulent Times?**

September 29, 2020

**Navigating the Choppy Waters of Illinois' New Wave of Employment Laws**

January 14, 2020

**Is Your Independent Contractor an Employee?**

National Retail Federation, Washington D.C.

November 2019

**Technology in Hiring and Recruiting**

Missouri State SHRM Conference, Lake of the Ozarks, MO

August 2019

**Managing State and Local Labor Laws - Handbook and Policy Challenges and Best Practices**

National Retail Federation Employment Law Committee, Sarasota, FL

April 2018

**2017 Brings Sweeping Changes to Federal and State of Missouri Labor and Employment Laws**

St. Louis, MO

June 8, 2017

**How Corporate Counsel and Their Counsel Think**

Missouri Bar

June 2017

**The Changing Dynamic of the Defense Bar: New Models of Representation and New Challenges**

Missouri Bar

June 2016

**Bring Your Own Device Policies – Caution that Employers Must Take**

St. Louis Area Chapter for SHRM

February 2016

**Developing a Dispute Resolution Program that Resolves Problems Between the Employee and Employer**

Missouri State SHRM Conference, Lake of the Ozarks, MO

August 2015

**Developing a Dispute Resolution Program that Resolves Problems Between the Employee and Employer**

Missouri State SHRM Conference, Lake of the Ozarks, MO

August 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

**Arbitrations in All Shapes and Sizes**

National Retail Federation HR Summit, Chicago, IL

October 2014

**The Great Arbitration Debate**

Associate of Corporate Counsel, St. Louis, MO

April 2014

**Conducting Lawful Investigations: An Interactive Program for Internal Investigators**

St. Louis, MO

October 23, 2013

**The Fair Labor Standards Act**

Midwinter Meeting, Fair Labor Standards Act Committee, Labor and Employment Law Section - American Bar Association

2004-2008, 2010 and 2011

**Ethical Issues in Employment Law**

February 2011

**Social Media and Privacy**

May 2010

**The Bermuda Triangle: The Interaction of the FMLA, ADA, and Worker's Compensation Laws**

November 2009

**Corporate Downsizing: Creating a Solid Release**

May 2009

**Privacy in the Workplace**

September 2008

**Maintaining Harmony in the Workplace through Human Resource Management**

August 2008

**E-Discovery in Employment Law**

May 2008

**Strategic Trial Techniques**

Successfully Litigating Employment Discrimination

March 2008

### **Privacy in the Workplace**

Employer of the Year

October 2007

### **Hot Ethical Issues for Corporate Counsel as part of the seminar Corporate Counsel on the Hot Seat**

September 2007

### **Employment Laws Made Simple**

August 2007

### **EPLI: Your Ally in Fighting the Good Fight**

Effective Case Management – The Tripartite Relationship

May 2007

## **Books & Book Chapters**

- *The Fair Labor Standards Act, Cumulative Supplements*, contributing editor, BNA, 1995-2022
- *Employment at Will: A State by State Survey, Missouri Chapter*, contributing editor, BNA, 2011-2022
- *Manual of Model Jury Instructions Civil for the Eighth Circuit*, contributing editor, West Publications, 2011-2022
- *Fair Labor Standards Act, Employer-Employee Law Deskbook, Chapter 7*, The Missouri Bar, 2008
- *Why Cases Settle – Why Cases Don't Settle*, The St. Louis Bar Journal, co-authors: Frankel and Dobson, 2006