

Lilian Doan Davis

SHAREHOLDER

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Lilian Davis partners with private and public corporations, individuals, and municipalities to limit, identify and address potential liabilities and increase business productivity. As both a counselor and a litigator, Lilian understands the ongoing issues facing employers from a variety of perspectives. Lilian regularly counsels clients on management, compliance, and regulatory issues, investigates and responds to claims, and vigorously defends her clients in court. Her practice includes litigation of whistleblower claims, wage and hour disputes, workplace discrimination, wrongful termination, ERISA litigation, and the defense and/or enforcement of restrictive covenants. She is committed to aggressively representing clients' needs from case inception through resolution and strategically approaches every step of the litigation process to ensure a cohesive defense.

Education

- Saint Louis University School of Law (J.D., 2010)
 - Saint Louis University Public Law Review, Supervising Notes and Comments Editor
- University of Notre Dame (B.A., 2007)
 - Political Science

Bar Admissions

- Missouri, 2010
- Illinois, 2011

Court Admissions

- U.S. District Court, Eastern District of Missouri
- U.S. District Court, Western District of Missouri
- U.S. Court of Appeals, Ninth Circuit

Memberships

- The Missouri Bar
- Illinois State Bar Association

Capabilities

- Labor & Employment
- Employment Advice & Investigations
- ERISA Litigation
- Employment Litigation, Arbitration & Dispute Resolution
- Management - Labor Relations
- Workplace Safety, Health (OSHA) & Environmental Advising
- Restrictive Covenants & Trade Secrets Litigation
- Public Accommodations & Accessibility

Philanthropy/Community Involvement

- St. Peter's Catholic Church, Children's Liturgy of the Word
 - Assistant, 2019-Present
- Regional Business Council Young Professionals Network
 - Leadership 100 2020-2021 Cohort
- Missouri Asian-American Bar Association
 - Board of Directors, 2013-Present
- Girls on the Run of St. Louis
 - Board of Directors, 2013-2019
 - Advisory Council 2019-Present

Recognition

- *Missouri Lawyers Media's* 2023 Diversity & Inclusion Award Honoree
- Ranked in *Chambers USA: America's Leading Lawyers for Business, Labor & Employment, Missouri: St Louis & Surrounds, 2023-2025*
- 2022 MAC Woman of Distinction Award
- Honored by the *St. Louis Business Journal* for its 2021 Class of "40 Under 40"
- Selected for inclusion in *Missouri Lawyers Weekly's* 2021 Up & Coming Awards
- Girls on the Run St. Louis 2021 Energy Award
- 2015 YWCA Leaders in the Workplace
- Honored by the *St. Louis Business Journal* for its 2013 Class of "30 Under 30"

Matters

- Provided ongoing counsel and advice to employers regarding COVID-19-related statutes and orders to mitigate COVID-19 infection in the workplace and limit employers' liability.
- Investigated a multi-pronged and evolving series of internal complaints/counter-complaints between executives involving pay disparity, harassment, retaliation, espionage, and compliance with industry standards.
- Obtained summary judgment on behalf of employer and employer's self-funded group health benefit plan in denial of benefits action in case of first impression concerning the Mental Health Parity Act.
- Defeated claim for life insurance benefits in denial of benefits action filed against employer.
- Obtained highly favorable resolution on behalf of multinational data networking and telecommunications equipment company following the filing of strategic motions in ERISA action wherein hospital alleged that company violated ERISA by refusing payment of benefits and acted fraudulently and in bad faith.
- Obtained arbitration award in favor of employer in a donning-and-doffing case involving claims for failure to pay overtime under the Fair Labor Standards Act.
- Obtained arbitration award in favor of employer in Union grievance involving claims that the employer violated a collective bargaining agreement when it denied employees' requests for leave.
- Obtained summary judgment on behalf of employer in disability discrimination and retaliation case.
- Prepared restrictive covenant agreements for numerous clients.

- Provided counsel to numerous clients concerning enforcement of restrictive covenants.