



Lisa J. Damon

Partner

Boston

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Biography

Practices & Sectors

Labor & Employment

Workplace Counseling & Solutions

Employment Litigation

OFCCP & Affirmative Action Compliance

Retail

Organizational Strategy and Analytics

Specialty Teams

Employment Whistleblower Team

Senior Living & Long-Term Care Team

Whistleblower Team

Workplace Whistleblower

Transportation and Logistics Team

Ms. Damon is a partner in the Boston office of Seyfarth Shaw LLP and is the immediate past Chair of the Labor & Employment Department. In her tenure as Chair, the Department was awarded numerous honors for its superb legal work and innovation, including Chambers Band One ranking and six consecutive years as Law360 Practice Group of the Year.

Companies nationwide rely on Ms. Damon's significant experience in consulting on employment matters and litigating a broad-range of employment matters. As a trial lawyer and seasoned employment litigator, Ms. Damon brings many years of experience winning for her clients at all stages of litigation. She is a practical, business-focused advisor, getting results and limiting risk for her clients.

In addition to employment litigation, Ms. Damon's practice is also dedicated to consulting with clients on policy implementation and avoiding employment litigation, through improved management policies and practices, positive employee relations, training and diversity assessment. She advises companies on organizational strategy and conducts privileged investigations, audits and assessments of the workplace. Ms. Damon also works with management to devise and refine all types of workplace programs, helping companies create a best-in-class environment for employees while limiting liability.

Ms. Damon also has considerable experience in devising and managing alternative, value-based fee structures and working with clients in successfully managing large portfolios of labor and employment work with a focus on reducing risk, lowering legal fees and increasing value to the business.

Ms. Damon is also on Seyfarth's Executive Committee and leads the Seyfarth Lean Six Sigma program throughout the Firm. Seyfarth has trained GreenBelts throughout all its offices and practice groups. These GreenBelts are trained to lead client teams to deliver high value, predictably priced legal services to meet our client's needs. Ms. Damon is a certified Scrum Master and Lean Six Sigma GreenBelt.

Ms. Damon speaks and consults extensively, both on a local and national level, on various aspects employment law, employment litigation and the use of lean six sigma, process improvement, data analysis and project management in legal processes. Ms. Damon was one of the small panel of "Big Thinkers" invited to speak at the 2017 Corporate Legal Operations Consortium (CLOC) conference and is a regular speaker at local and national Association of Corporate Counsel (ACC) events.

Ms. Damon has been recognized throughout her career with many prominent national accolades including consecutive years in the Top 50 Most Powerful Employment Lawyers in the US and Legal 500. Ms. Damon was also selected as the Chambers USA Woman Employment Attorney of the Year. Ms. Damon has been Chambers ranked in Band One since the inception of the Boston rankings and has recently been awarded their Esteemed Practitioner ranking. She is a Fellow of the College of Labor & Employment Lawyers. Ms. Damon was also named one of the top 10 Agents of Change in the Financial Times U.S. Innovative Lawyer Report; she was featured among the 10 most innovative attorneys in the country by the ABA Journal's "Legal Rebels: Big Change in Big Law"; and, she was recognized by the Association of Corporate Counsel as an ACC Value Champion.

Education

- J.D., Fordham University School of Law (1987)
- M.S., Fordham University (1984)
- B.A., Beloit College (1978)

Admissions

- Massachusetts
- Connecticut

Courts

- U.S. Court of Appeals for the First and Second Circuits
- U.S. District Court for the District of Connecticut
- U.S. District Court for the District of Massachusetts

Affiliations

- College of Law Practice Management (Elected as Fellow, 2013)
- College of Labor and Employment Lawyers (Elected as Fellow, 2009)
- American Bar Association
- Massachusetts Bar Association
- Boston Bar Association
- Greater Boston Legal Services (Board Member 1996 – 1999)
- Women's Bar Association

Representative Engagements

- *Holt v. KMI Continental*, 95 F.3d 123 (2d Cir.) (defense of race discrimination claims brought by in house counsel; affirmed summary judgment for employer)
- *Cummings v. Standard Register*, 265 F.3d 56 (1st Cir.) (defense of claims by a former employee alleging age discrimination in violation of Massachusetts law)
- *Scott v. Sulzer Carbomedics, et al.*, Case No. 01-1640, (1st Cir.) (defense of claims by an employee alleging discrimination, breach of contract, libel, and slander; affirmed the district court's granting of summary judgment in favor of the employer)
- *Tobin v. Liberty Mutual*, Case No. 07-1764, (1st Cir.) (defense of claims by an employee)

- alleging wrongful termination and unlawful age and handicapped discrimination)
- *Grace Cuddyer v. Stop & Shop Supermarket Company*, 434 Mass. 521; 750 N.E.2d 928 (defense of sexual harassment claims)
 - *Andrews v. Arkwright Mut. Ins. Co.*, 423 Mass. 1021, 673 N.E.2d 40 (the Supreme Judicial Court dismissed employee claims on statute of limitations grounds)
 - *Mary Sullivan & another v. Liberty Mutual Insurance Co.*, 444 Mass. 34; 825 N.E.2d 522 (the Supreme Judicial Court affirmed the summary judgment in favor of the defendant)
 - *Tardanico v. Aetna Life & Cas. Co.*, 41 Mass.App.Ct. 443, 671 N.E.2d (the Massachusetts Appeals Court affirmed summary judgment in favor of the employer in an age discrimination case)
 - *Chukwurah v. Stop & Shop Supermarket Co., et al*, Case No. 06-cv-1067 (D. Conn.) (defense of claims by an employee alleging retaliatory discharge and employment discrimination on the basis of race, color, national origin and age)
 - *Hannah v. Sherwin Williams*, Case No. 91-cv-30194 (D. Mass.) (defense of claims for sex discrimination)
 - *Maurice v. Save the Children*, Case No. 93-cv-1087 (D. Conn.) (defense of claims for race discrimination)
 - *Schiel, et al. v. Stop & Shop Co.*, Case No. 96-cv-1742, (D. Conn.) (defense of claims for sex discrimination)
 - *Daniels v. Stop & Shop, et al.*, Case No. 96-cv-0841 (D. Conn.) (defense of claims for sex discrimination)
 - *Lucarelli v. Stop & Shop, et al.*, Case No. 98-cv-1308 (D. Conn.) (defense of claims for sex discrimination)
 - *Mayo v. The Golub Corporation, et al.*, Case No. 02-cv-40118 (D. Mass.) (defense of claims for sex discrimination)
 - *Beardsley-Spiegel, et al. v. Viola, et al.*, Case No. 91-cv-0234 (D. Conn.) (defense of claims for sexual harassment)
 - *Letendre v. Cove Management, et al.*, Case No. 02-cv-30130 (D. Mass.) (defense of claims by an employee alleging wrongful termination in violation of the ADA)
 - *Rosemond v. Stop and Shop Supermarket Company*, 456 F. Supp. 2d 204 (D. Mass) (defense of claims by an employee alleging racial discrimination)
 - *Barrientos v. Liberty Mutual Group, Inc., et al.*, Case No. 06-cv-10757 (D. Mass.) (defense of claims by an employee alleging wrongful termination and discrimination)
 - *Dahdah v. Kiewit Construction*, Case No. 99-cv-12615 (D. Mass.) (defense of claims by employee alleging disability discrimination)
 - *Kinan v. Prudential Financial, et al.*, Case No. 00-cv-12225 (D. Mass.) (defense of claims by an employee alleging age and handicapped discrimination)
 - *Donovan-Rizzo v. Delta Air Lines, Inc.*, 25 MDLR 284, 291 (administrative trial on claims of sex discrimination)
 - *Andrade v. Stop and Shop Supermarket, Inc.*, 23 MDLR 213, 225 (administrative trial on claims of national origin discrimination)

Presentations

- "What Truly Impacts Buying Decisions?" Driving Value in Inside/Outside Counsel Relationships, presented by the ARK Group, Chicago, IL (May 16, 2013)
- "Process Improvement and Project Management," Driving Value in Inside/Outside Counsel Relationships, presented by The Association of Corporate Counsel, Philadelphia, PA (May 1, 2013)
- "The Evolution of Business Analytics at Seyfarth Shaw," Business Intelligence and Analytics in the Legal Profession, presented by the Ark Group, New York, NY (April 18, 2013)

- "Process Improvement and Project Management," Driving Value in Inside/Outside Counsel Relationships, presented by The Association of Corporate Counsel, San Francisco, CA (February 27, 2013)
- 3rd Annual Controlling Legal Costs Conference, "Re-engineering the Legal Department," *Corporate Counsel* magazine (2011)
- 7th Annual Knowledge Management in the Legal Profession Conference, "Leveraging Technology and Process Reengineering from the Perspective of Client Value," Ark Group/*Managing Partner Magazine* (2011)
- 2011 Futures Conference, "What is the Future of Price: Defining Value in Value Billing," College of Law Practice Management/Illinois Institute of Technology Chicago-Kent College of Law (2011)
- Value-Based Fee Arrangements & Legal Services Logistics, "Dealing with unintended consequences and overcoming resistance to change as law firms aim to fundamentally alter the way they do business," Ark Group/*Managing Partner Magazine* (2011)
- TyMetrix Annual Executive Advisory Summit, "Transforming the Law Firm," Wolters Kluwer Corporate Legal Services/TyMetrix (2011)
- Practice Group Strategy & Execution 2011 - "What's Right for Your Client is Right for Your Business: Buy-In and Reconciling Efficiency with Profitability," Ark Group/*Managing Partner Magazine's* 5th Annual Practice Group Leadership Forum (2011)
- ACC Value Challenge Master Classes - Legal Services Management - Driving Value in Inside/Outside Counsel Relationships - "Process Management & Staffing Decisions," Association of Corporate Counsel (2011)
- Welcome to the Future: Trends in the Delivery of Corporate Legal Services, Panelist: "Value: How do we define it? How do we measure it?" - Center for the Study of the Legal Profession, Georgetown University Law Center/Association of Corporate Counsel (2011)
- Overcoming Lawyers' Resistance to Change, "Transforming Six Sigma Into a Law Firm Value Initiative," Ark Group/*Managing Partner Magazine* (2011)
- Non-traditional Approaches to Law Firm Services: Welcome to a New World, Where Competitors Collaborate, Project and Process Management Rule, and Disaggregation Leads to Value, Controlling Legal Costs, ALM Corporate Counsel (2010)
- Outside Counsel Management: Staffing the Work for Value-Based Fee Structures, Association of Corporate Counsel 2010 Annual Meeting (2010)
- Employment Law Update, Practical Advice for Employers, New England Corporate Counsel Association, Inc. (2010)
- Seyfarth Lean: An Evolving Legal Services Model, Royal Bank of Canada General Counsel Law Conference (2010)
- Value-Based Billing: ACC Value Challenge, 2010 Lawtrac Users Conference (2010)
- Six Sigma in the House, Manufacturers Alliance/MAPI Law Council Spring Meeting (2010)
- The Slow Motion Riot: Revolutionizing Law Department Cost Management, Association of Corporate Counsel 2009 Annual Meeting (2009)
- Six Sigma in the House, Controlling Legal Costs, ALM General Counsel Conference (2009)
- Employment Law Trial Skills MasterClass, Massachusetts Continuing Legal Education, Co-Chair (2007-2009)
- Association of Corporate Counsel Value Challenge Launch, Faculty (2008)
- Labor and Employment Law Trends in 2008, Ahold USA presentation to Legal Team (2008)
- When Does a Negotiator's Gender Matter? Boston University, Guest Lecturer (2007, 2008)
- Employment Law Workshop, Massachusetts Continuing Legal Education (2005-2007)
- MBA Roundtable - Employees with Mental Disabilities: Rights and Challenges in the Workplace, Massachusetts Bar Association (2007)
- Multigenerational Workforces: How to Successfully (and Legally) Manage Millennials, Boomers and Everything in Between, Northeast Human Resources Association (NEHRA) Workshop (2007)

- Employment and Labor Law - MCLE BasicsPlus, Massachusetts Continuing Legal Education (2004, 2006, 2007)
- Communicating in a High-Tech World: What You Need to Know to Avoid a Lawsuit, Northeast Human Resources Association (NEHRA) Workshop (2006)
- Employment Law 2006: Big Decisions, Major Trends and What's Ahead for 2007, Massachusetts Medical Society presentation (2006)
- Developing and Retaining Talent: Working Across Generations, National Council for Research on Women, Global Leadership and Diversity Forum (2006)
- Is Your Consultant Really an Employee?, Northeast Human Resources Association (NEHRA) Workshop (2005)
- Top Ten Ways to Avoid Discrimination Class Actions, New England Corporate Counsel Association, Inc. (2005)
- Annual Employment Law Conference, Massachusetts Continuing Legal Education (1999, 2004, 2005)
- MBA Panel Discussion - Termination of Employees in Closely-Held Businesses, Massachusetts Bar Association (2004)
- Employment and Labor Law Basics, Massachusetts Continuing Legal Education (2000-2003)
- ADA, FMLA and Workers' Compensation, Massachusetts Continuing Legal Education (1999)
- Disability Under the ADA, Massachusetts Continuing Legal Education (1999)
- Taking Depositions Workshop, Massachusetts Continuing Legal Education (1997)
- Defamation Claims in the Workplace, Massachusetts Continuing Legal Education (1997)
- Employment Discrimination Update, Massachusetts Continuing Legal Education (1994)

Publications

- [Co-Author, "Be Agile! Thought Leaders at Seyfarth are Revolutionizing the Delivery of Legal Services," *Law Practice Magazine* \(July 7, 2015\)](#)
- "Employer Commentator on Massachusetts Commission Against Discrimination - Administrative Law Decisions, Massachusetts Discrimination Law Reporter," *Landlaw Specialty Publishers* (1996-present)
- "Hot Topics in Diversity," *ABA Section of Labor & Employment Law, Employment Rights & Responsibilities Committee* (2002 Mid-Winter Meeting)
- Multiple publications for Massachusetts Continuing Legal Education programs, the Massachusetts Bar Association and the Boston Bar Association newsletters and programs

Accolades

- Recognized as a *Legal 500* Recommended Attorney (2015-2018)
- *Chambers USA - Women in Law Awards*, Employment Lawyer of the Year (2012)
- *ABA Journal*, Legal Rebels: Big Change in Big Law, "Making It Lean" (selected as one of the 10 most innovative attorneys in the country (Sept. 2011 edition)
- *Human Resource Executive Magazine* and *Lawdragon* Top 100 List of the Nation's Most Powerful Employment Attorneys (2010, 2011)
- Chambers & Partners, *Chambers USA: America's Leading Business Lawyers*; Massachusetts Management Employment Lawyers (2003-2018)
- Global Counsel Handbook – Labour and Employee Benefits (2002-present)
- The Best Lawyers in America (2006-2011)
- Massachusetts Super Lawyer (2004-2011)

- Featured in Massachusetts Lawyers Weekly, "Band of Sisters: Gradually, Women Move into Top Slots at State's Big Firms" (May 3, 2007)

Community Involvement

- Greater Boston Chamber of Commerce Women's Network Advisory Board (2009)
- Fenway Community Health Member, Board of Directors (2002-2006)