



## David Deterding

Partner

St. Louis  
314 552 6481 direct  
314 552 7000 fax  
ddeterding@thompsoncoburn.com

### PRACTICES

- Employment Litigation
- HR Counseling

### INDUSTRIES

- Agriculture
- Education
- Financial Services
- Manufacturing
- Retail
- Energy
- Health Care

### EDUCATION

- Saint Louis University School of Law, J.D., 2008, Dean's Select Scholarship, Lead Editor, Saint Louis University Law Journal
- Northwestern University, B.A., Economics and Political Science, 2005

### EMPLOYMENT

- Thompson Coburn LLP Partner, 2020-Present
- HeplerBroom LLC Partner, 2017-2020 Associate, 2008-2016
- U.S. District Court for the Eastern District of Missouri Law Clerk Externship with the Hon. Rodney Sippel, 2007
- Missouri Attorney General's Office Summer Associate, 2006
- Missouri Supreme Court SLU Law Faculty Fellowship with the Hon. Joseph Simeone, 2006

David represents employers in the full spectrum of employment law and litigation matters, providing smart, proactive counsel to clients on sensitive human resource issues.

He counsels regional, national and international employers in a variety of industries, including health care, agriculture, construction, education, financial services, insurance, manufacturing, public utility, retail and transportation.

With experience in the full range of federal and state employment laws, David has successfully defended clients against civil actions and administrative claims related to harassment, discrimination, wrongful discharge, retaliation, defamation, breach of contract, interference with contract, infliction of emotional distress, breach of non-compete agreements and related actions.

David has worked directly with in-house counsel and corporate management for Fortune 500 companies on issues related to human resources, employment, risk management and litigation. He's frequently asked to review employment policy manuals, handbooks, offer and termination letters and non-compete agreements.

David advises companies engaged in mergers and acquisitions, and leads due diligence efforts as part of corporate transactions. He also has a background in commercial litigation and appellate matters, and draws on that experience to help employers identify and address any vulnerabilities for corporate risk and tactfully manage disputes involving employees.

### Recognitions

- Listed in The Best Lawyers in America® (by BL Rankings), 2021-2022
- Listed in "Missouri & Kansas Super Lawyers" Rising Stars list (by Thomson Reuters), 2013-2019
- Top 10 Defense Verdict (by Missouri Lawyers Weekly), 2013

### Experience

- **Representative Experience**  
Assisted with labor and employment issues in connection with

### ADMISSIONS

- Illinois
- Missouri
- Illinois USDC, Central District
- Illinois USDC, Southern District
- Missouri USDC, Eastern District
- Missouri USDC, Western District
- US Ct Appeals, 7th Circuit (IL, IN, WI)
- US Ct Appeals, 8th Circuit (AR, IA, MN, MO, NE, ND, SD)

### AFFILIATIONS

- Defense Research Institute, Employment and Labor Law Committee
- Human Resource Management Association of Greater St. Louis, Workforce Readiness Committee
- Journal of the Missouri Bar, Editorial Board 2012-Present
- Illinois Bar Journal, Editorial Board 2009-2010
- The Missouri Bar Association, Labor and Employment Law Committee

numerous acquisitions and joint ventures.

Obtained dismissal for a charitable institution in a Title VII and ADA matter.

Counseled companies in connection with reductions in force.

Directed internal investigations into complaints of policy violations.

Developed and conducted training on various employment issues, including harassment prevention training and internal investigation procedures.

Obtained summary judgment on behalf of a municipal client in a MHRA matter.

Obtained one of the top 10 defense verdicts in the State of Missouri for an agricultural client in 2013.

### Community

- Forest Park Forever, Leffingwell Society Member
- Mission: St. Louis, Ambassador Board Member
- NU Club of St. Louis
- Echelon, St. Louis Chapter of The Salvation Army, Board Member

### Publications

- "The Federal State Divide is Widening: Dispositive Motion Practice in the Context of Hostile Work Environment Claims," *MODL Quarterly Report* Fall 2015
- "Avoiding Employee Litigation: An Employer's Guide to Arbitration Agreements in Missouri," *MODL Quarterly Report* Summer 2014
- "Missouri's Diminishing Workers' Compensation Exclusivity Doctrine," *MODL Quarterly Report* Summer 2012
- "Missouri, Illinois Collateral Source Rules Affect Bodily Injury Claims Differently," *Insurance Journal, Midwest News* October 2009
- "A Deference Based Dilemma: The Implication of Lewis v. Thompson For Access to Non-Emergency Health Benefits For Undocumented Alien Children," *52 ST. LOUIS U. L.J.* 951 2008