



Lauren A. Daming

Partner | Assistant General Counsel

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St. Louis - 314.345.4768

With experience advising on employment matters, Lauren represents clients facing issues related to discrimination, leaves and accommodations, wage and hour issues, employee benefits, and traditional labor issues. Her litigation experience includes the representation of clients in a variety of employment disputes in federal and state court, as well as in arbitration and before administrative agencies such as the Equal Employment Opportunity Commission and National Labor Relations Board.

Recognizing that privacy issues impact virtually every aspect of the employment relationship, Lauren is experienced in counseling clients regarding the many privacy issues that affect employers. Her experience includes both advising and representing clients in privacy-related employment litigation on topics involving privacy torts; pre-employment concerns such as background checks, drug testing, and best practices for interviewing candidates; medical screenings and employer obligations under the ADA and GINA; employee monitoring and surveillance; and employee data collection, such as issues involving the Illinois Biometric Information Privacy Act (BIPA), biometric information, and facial recognition technology. She also handles complex litigation matters, including those involving intensive electronic discovery aspects.

Lauren is a Certified Information Privacy Professional (CIPP/US) and a Certified E-Discovery Specialist (CEDS). She serves as the firm's Assistant General Counsel. With this experience, she is familiar with the day-to-day management challenges and business decisions that employers face.

Education

- Washington University School of Law (J.D., *magna cum laude*, 2013)
 - Order of the Coif
 - Washington University Law Review
- DePaul University (M.A., *with distinction*, 2009)
- University of Tulsa (B.A., *summa cum laude*, 2007)

Bar Admissions

Practices & Industries

- Construction
- Construction Industry
- Financial Services
- Health Care
- eDiscovery
- Electronic Information Management
- Employee Benefits & ERISA Litigation
- Data Privacy & Cybersecurity
- Employment & Labor
- Compliance Counseling
- Employee Policies & Training
- Employment & Labor Litigation
- Employment Class Actions
- Employment Contracts & Agreements
- Executive Compensation
- Investigations – Internal & Governmental
- Leave Management
- Wage & Hour Claims

- Missouri
- Illinois
- U.S. District Court, Southern District of Illinois
- U.S. District Court, Eastern District of Missouri
- U.S. District Court, Western District of Missouri
- U.S. Court of Appeals, Eighth Circuit

- Financial Services Industry
- Intellectual Property & Technology
- Health Care & Regulated Industries

Professional Affiliations

- International Association of Privacy Professionals
- Bar Association of Metropolitan St. Louis
- Association of E-Discovery Specialists
- Society for Human Resource Management
- IAPP CIPP/US Exam Development Advisory Board

Community Involvement

- The Little Bit Foundation
- Missouri Coalition for the Right to Counsel (*Volunteer Attorney*)
- FOCUS St. Louis (*Board of Directors, 2023-present*)

Awards & Honors

- Named to *The Best Lawyers in America*®, Employment Law - Management (2026)
- Named to the *Best Lawyers: Ones to Watch*® in America (2021-2025)
- Named to the Missouri & Kansas Super Lawyers, Rising Stars list, Employment & Labor (2017-2021)
- FOCUS St. Louis, Emerging Leaders (Spring Class of 2015)
- Clinical Legal Education Association Outstanding Clinic Law Student (2013)
- Academic Excellence Awards in Employment Law, Complex Civil Litigation, Business Acquisitions and Law & Economics

Experience

- Counsel employers in a variety of industries regarding compliance with the Illinois Biometric Privacy Act (BIPA) and other workplace privacy obligations.
- Defense of class action lawsuits brought under BIPA.
- Obtained summary judgment for transportation company in defamation suit brought by former employee.
- Member of trial team that secured defense verdict on workers' compensation retaliation claim.
- Member of trial team that secured favorable verdict in commercial dispute involving significant labor issues.

- Obtained dismissal of discrimination and retaliation claims against health system.
- Obtained summary judgment for a healthcare organization in a discrimination and False Claims Act case.
- Obtained summary judgment for an airline in arbitration involving alleged age and disability discrimination.

News & Media

August 21, 2025

UB Greensfelder Attorneys Recognized in The Best Lawyers in America® 2026 List

August 15, 2024

UB Greensfelder Attorneys Recognized in The Best Lawyers in America® 2025 List

November 14, 2023

Greensfelder Attorneys Named to 2023 Missouri & Kansas Super Lawyers Lists

August 17, 2023

Best Lawyers 2024 Edition Lists 66 Greensfelder Attorneys, Including Five “Lawyers Of The Year”

August 18, 2022

Best Lawyers 2023 Edition Lists Over 60 Greensfelder Attorneys, Including Five St. Louis ‘Lawyers Of The Year’

February 1, 2022

Greensfelder Elevates Three Attorneys to Officer for 2022

January 12, 2022

Lauren Daming, Jesi Cochran-Buss Earn CEDS Electronic Discovery Credential

December 13, 2021

Lauren Daming Joins Advisory Board Overseeing IAPP Exam For Privacy Professionals

August 19, 2021

Best Lawyers 2022 Edition Lists 60 Greensfelder Attorneys, Including Three St. Louis ‘Lawyers Of The Year’

March 16, 2021

Lauren Daming Designated as Certified Information Privacy Professional

Publications & Presentations

PRESENTATIONS

- "Sexual Harassment Prevention, Manager Training; A Chat About the Legal and Ethical Implications of Artificial Intelligence; Leave Me Alone: What HR Professionals Need to Know About Privacy in the Workplace," Society of Human Resources Management Annual Conference (June 12 & 13, 2023)

- "Bring Your Own Device: Challenges, Tips, and Tricks for Managing a BYOD Program," Illinois Chamber of Commerce (April 4, 2023)
- "2023 Biometrics Update," St. Louis IAPP KnowledgeNet (April 17, 2023)