



## Neal F. Perryman

Chair of the Litigation Department

[nperryman@lewisrice.com](mailto:nperryman@lewisrice.com)

St. Louis, MO / (314) 444-7661

Neal Perryman provides strategic litigation counsel to employers, institutions, and municipalities facing complex disputes across labor, employment, appellate, and commercial matters.

### Practice Summary

Neal serves as Chair of the Litigation Department at Lewis Rice. His practice focuses on labor and employment law, while also encompassing ERISA litigation, complex commercial litigation, appellate advocacy, education law, and municipal law. Neal defends employers and management in personnel-related disputes before state and federal courts, arbitration panels, and administrative agencies. He regularly advises clients on compliance with federal and state employment laws, union contract negotiations, and governance practices. In addition, Neal represents clients in a wide range of complex litigation matters, including high-stakes trials and appeals across multiple jurisdictions.

In 2008, Neal served as lead counsel in an 11-day trial that resulted in one of the first jury verdicts under Missouri's then-new featherweight causation standard in Human Rights Act cases. He has successfully represented employers and ERISA plans in class actions, including securing summary judgment in a significant cash-balance ERISA case, affirmed on appeal. In 2014, Neal won a nationally significant Title IX appeal, having led the defense in both district court and on appeal. In 2019, he prevailed in an appellate case challenging a law firm's mandatory retirement policy for partners—a matter widely reported and of national interest. Neal led the Lewis Rice litigation team throughout both trial and appeal. Additional representative matters can be found under the Case Studies tab.

### Professional Commitment & Recognition

Neal frequently speaks and writes on labor relations and employment law topics, contributing to publications, handbooks, and policy development. He is a member of the Firm's Management Committee and holds an AV® Preeminent™ Peer Review Rating from Martindale-Hubbell. His peers have selected him for inclusion in *Best Lawyers*® (2013–2026) and *Missouri & Kansas Super Lawyers*® (2008, 2010–2025), including recognition among the “Top 50” St. Louis area *Super Lawyers*® in 2011–2012 and 2018. He was named to the “40 Under 40” Class of 2006 by the *St. Louis Business Journal* and is a fellow of the Trial Lawyer Honorary Society, Litigation Counsel of America. From 2020 to 2024, Neal was named to the POWER List in Employment Law by *Missouri Lawyers*

### Services

- Labor & Employment
- Health Care Litigation
- Appellate Litigation
- Complex Litigation
- Class Action
- Education
- Municipal Law, Zoning & Finance
- Data Protection

*Media* and recognized as an Influential Appellate Advocate at the Missouri Lawyers Awards in 2024.

Neal is also active in the community and holds leadership roles in several organizations. In 2016, he received the Lifetime Alumni Achievement Award from Westminster College, honoring his significant accomplishments and contributions to society.

## Education

- Southern Illinois University School of Law (J.D., *magna cum laude*, 1991)
  - *Southern Illinois University Law Journal*, notes and comments editor
  - National Environmental Moot Court, national champions, 1990
  - Phi Kappa Phi
  - Order of the Barristers
- Westminster College (B.A., 1988)
  - Political Science
- Saint Louis University
  - Madrid, Spain
  - Undergraduate work; conversant in Spanish

## Legal Background

- Law clerk, Hon. Roger L. Wollman, U.S. Court of Appeals, Eighth Circuit (1991-1992)

## Professional Affiliations

- Fellow, Litigation Counsel of America, Trial Lawyer Honorary Society
- American Bar Association, Labor and Employment Law Section and Litigation Section
- National Association of College and University Attorneys (NACUA)
- Missouri Bar Association
- Illinois State Bar Association
- Bar Association of Metropolitan St. Louis
- St. Clair County, Illinois Bar Association

## Admissions

- U.S. Supreme Court
- Sixth Circuit, U.S. Court of Appeals
- Seventh Circuit, U.S. Court of Appeals
- Eighth Circuit, U.S. Court of Appeals
- Ninth Circuit, U.S. Court Appeals
- Tenth Circuit, U.S. Court of Appeals
- Eastern District of Missouri, U.S. District Court
- Western District of Missouri, U.S. District Court
- Southern District of Illinois, U.S. District Court

- Northern District of Illinois, U.S. District Court
- District of Kansas, U.S. District Court
- Eastern District of Michigan, U. S. District Court
- Southern District Court of Indiana, U.S. District Court
- Northern District of Indiana, U.S. District Court
- District of Colorado, U.S. District Court
- Missouri Bar
- Illinois Bar
- Wisconsin Bar

### **Charitable & Civic Involvement**

- St. Louis Zoological Park Subdistrict Commission (Advisory Commissioner 2014-2025; Commissioner 2025-present)
- Westminster College (Board of Trustees, 2019-present; Vice Chair, 2021-present)
- Great Rivers Greenway District (Board of Directors, 2005-2024; President, 2010-2012, 2016-2018, 2022-2023; Vice President, 2008-2010, 2014-2015; Treasurer, 2006-2007)
- St. Louis Metropolitan Zoological Park Advisory Board (2014-present)
- St. Louis-Nanjing Sister Cities Committee, Inc. (Board, 2014-present; President, 2015-present)
- Board of Visitors, Southern Illinois University School of Law (2004-present)
- St. Raphael the Archangel Parish School Board (2003-2006)

### **Firm Committees**

- Member, Management Committee
- Member, Appellate Practice Review Committee
- Member, Diversity & Inclusion Committee
- Member, Recruiting Committee