



TIMOTHY L. MAYO

MEMBER

Charleston, WV

t. 304.347.4278

f. 304.345.0260

tmayo@flahertylegal.com

Tim Mayo brings more than 25 years of experience to the firm and focuses on municipal liability, employment law, and civil rights. His knowledge extends to commercial litigation, product litigation, and general insurance defense work. He regularly represents clients in state and federal courts, the Civil Service Commission, the West Virginia Human Rights Commission, and the federal EEOC.

"I believe in listening to my clients and providing practical business advice and guidance – to serve them immediately and in future situations to achieve the results they desire."

Tim has represented business clients involving companies from Germany, Brazil, and the UK. In addition to employment advice, he hosts in-house seminars, providing a full range of business-focused advice from premises litigation to employment liability. Tim has also been involved in numerous wrongful death and catastrophic personal injury suits.

Outside the office, Tim is an avid runner who can add 100-mile races to his list of accomplishments. He's finished races in all fifty states and enjoys half-marathons, marathons, and ultra-marathons. In addition, he's been teaching Business Law and Sports Law at the University of Charleston for over twenty years.

PROFESSIONAL INVOLVEMENT

- Defense Trial Counsel of West Virginia
 - Former Chair - Employment Law Committee
 - Legislative Law Liaison
- American Bar Association

SERVICES

- Complex Tort and Product Liability
- Employment Law
- Professional Liability

EDUCATION

- M.A., History, Marshall University (2011)
- J.D., T.C. Williams School of Law, University of Richmond (1991)
- Cambridge University, Emmanuel College, Cambridge, England (1989)
- B.A., cum laude, History, Hampden-Sydney College (1988)

ADMISSIONS

- West Virginia
- Virginia
- United States Court of Appeals for the Federal Circuit
- United States Court of Appeals for the 4th Circuit
- United States District Courts for the Northern and Southern Districts of West Virginia

- DRI

COMMUNITY INVOLVEMENT

- Member of the Business Advisory Committee in the School of Business and Leadership at the University of Charleston
- 2013 Intercollegiate Tennis Association - Assistant Coach of the Year (2013)
 - University of Charleston, NCAA Division II, Men's ITA Atlantic Region
- Fitness Coach, University of Charleston Men's Tennis Team
- Former Fitness Coach, University of Charleston Women's Tennis Team
- Participates as a foster family for Dog Bless, an animal rescue advocacy group
- Habitat for Humanity Volunteer
- Former Assistant Coach, University of Charleston Men's Soccer Team
- University of Charleston, Advisor for SIFE (Students In Free Enterprise)
- West Virginia Amateur Soccer League Board of Directors
- Society of Human Resource Management Member
- Secret Santa Foundation, former Board of Directors
- Kanawha Southern Soccer Referees Association - Former President
- West Virginia Amateur Soccer League, Disciplinary Committee Member

EXPERIENCE

Motion to Dismiss Granted in Case Involving Four Parkersburg Police Officers
May 2023

Summary Judgement Obtained in U.S. District Court for the Southern District of West Virginia
February 2023

West Virginia Supreme Court of Appeals Upholds Ruling in Decade-long Case Against the City of Charleston
2022

REPRESENTATIVE LEGAL WORK

- Represented numerous employers in cases involving wrongful discharge and sexual harassment.

- West Virginia Supreme Court of Appeals
- Supreme Court of Virginia

- Represented employers accused of discrimination before the WV Human Rights Commission.
- Represented employers before the federal EEOC.
- Represented numerous municipalities in employment litigation.
- Represented numerous law enforcement agencies in civil rights litigation.
- Represented municipalities in civil service commission proceedings.
- Represented numerous physicians in medical malpractice actions alleging a variety of damages including wrongful death.
- Represented numerous real estate agents and brokers regarding fraud, breach of contract and negligence claims.
- Represented numerous motor vehicle operators alleged to have operated vehicles in a negligent manner.
- Represented manufacturers and retailers in products liability and construction litigation cases.

TEACHING & LECTURING

- Workplace Discrimination of LGBTQ Individuals, Defense Trial Counsel of West Virginia (2017)
- Update on the New Amendments to the West Virginia Rules of Professional Conduct and Other Legal Issues, West Virginia State Bar Annual Litigation Seminar (2016)
- Employment Hot Topics in West Virginia, The West Virginia College and University Professional Association for Human Resources (2015)
- Transgender Rights in the US and WV, New River Community and Technical College (2015)
- Transgender Issues Confronting Colleges and Universities, College and University Professional Association of Human Resources in Charleston, West Virginia (2013)
- University of Charleston, Legal Issues Confronting Human Resource Management (2012)
- The United States Judicial System & DUI Laws, University of Vila Velha in Espirito Santo, Brazil (2011)
- Adjunct Professor, Business Law, University of Charleston, West Virginia (1999 - present)
- West Virginia Legal Assisting Fundamentals, Half Moon, LLC (2007)
- How to Successfully Resolve Automobile Injuries in WV (2005)
- The Automobile Injury Case for Paralegals in West Virginia (2003)
- Ethics, West Virginia Paralegal Association Annual Meeting (2003)
- Damages in Civil Trial Practice, National Business Institute (2002)
- Civil Procedure for Paralegals, West Virginia Paralegal Association (2002)
- Instructor, Paralegal Studies, University of Charleston, West Virginia (2000 - 2001)
- Nurse Anesthetists' Liability, Camcare Health Education and Research Institute, CAMC School of Nurse Anesthesia (1999)

- Instructor, Estate Planning, Civil Procedure and Criminal Procedure, Southern West Virginia Community College (1997 - 1999)
- Instructor, Business Law, Marshall University College of Graduate Studies (1997)
- Defense of Insurance Companies, West Virginia University Continuing Legal Education Seminar (1996)
- Subcontractor Liability, National Electrical Contractors Association, West Virginia Chapter (1992)

INSIGHTS

May 2023

MOTION TO DISMISS GRANTED IN CASE INVOLVING FOUR PARKERSBURG POLICE OFFICERS

Mark McGhee and Tim Mayo obtained a dismissal of all claims against four Parkersburg police officers on May 11, 2023. The officers were sued for alleged civil rights violations related to their work after reporting to the scene of a fight. Plaintiff claimed that his 1st and 14th Amendment ...

April 2023

15 FLAHERTY ATTORNEYS RECOGNIZED BY SUPER LAWYERS

Flaherty Sensabaugh Bonasso PLLC is pleased to announce that 15 of the firm's attorneys have been named to the 2023 list of West Virginia Super Lawyers and Rising Stars.

No more than 5 percent of a state's lawyers are named to the Super Lawyers list, with just 2.5 percent of a state's ...

February 2023

SUMMARY JUDGEMENT OBTAINED IN U.S. DISTRICT COURT FOR THE SOUTHERN DISTRICT OF WEST VIRGINIA

Mark McGhee and Tim Mayo obtained summary judgment for two Parkersburg police officers on February 3, 2023. The officers were sued for alleged civil rights violations related to the arrest of the Plaintiff at a sports bar on New Year's Day. Plaintiff was charged with several crimes but ...

October 2022

WEST VIRGINIA SUPREME COURT OF APPEALS UPHOLDS RULING IN DECADE-LONG CASE AGAINST THE CITY OF CHARLESTON

After more than ten plus years of litigation, including three appeals to the West Virginia Supreme Court of Appeals, Timothy L. Mayo and Jason Proctor were successful on behalf of the City of Charleston in securing the termination of a law enforcement officer who had exhibited a pattern and ...

August 2022

28 FLAHERTY ATTORNEYS RECOGNIZED BY BEST LAWYERS®

Flaherty Sensabaugh Bonasso is pleased to announce that 28 of the firm's attorneys have been selected for inclusion in the 2023 edition of *The Best Lawyers in America*® and *Best Lawyers: Ones to Watch*.

Additionally, six attorneys were named *Best Lawyers 2023 Lawyer of the Year*. Only one ...

May 2022

14 FLAHERTY ATTORNEYS RECOGNIZED BY SUPER LAWYERS

Flaherty Sensabaugh Bonasso PLLC is pleased to announce that 14 of the firm's attorneys have been named to the 2022 list of West Virginia Super Lawyers and Rising Stars.

No more than 5 percent of a state's lawyers are named to the Super Lawyers list, with just 2.5 percent of a state's ...

August 2021

TWENTY-EIGHT FLAHERTY SENSABAUGH BONASSO ATTORNEYS RECOGNIZED BY BEST LAWYERS®

Flaherty Sensabaugh Bonasso is pleased to announce that twenty-eight of the firm's attorneys have been selected for inclusion in the 2022 edition of *The Best Lawyers in America*® or *Best Lawyers: Ones to Watch*.

Additionally, Sam Fox was named *Best Lawyers 2022 Lawyer of the Year* ...

May 2021

16 FLAHERTY SENSABAUGH BONASSO ATTORNEYS RECOGNIZED BY SUPER LAWYERS

Flaherty Sensabaugh Bonasso is pleased to announce that 16 of the firm's attorneys have been named to the 2021 list of West Virginia Super Lawyers and Rising Stars.

No more than 5 percent of a state's lawyers are named to the Super Lawyers list, with just 2.5 percent of a state's lawyers ...

August 2020

THIRTY FLAHERTY SENSABAUGH BONASSO ATTORNEYS RECOGNIZED BY BEST LAWYERS®

Flaherty Sensabaugh Bonasso is pleased to announce that thirty of the firm's attorneys have been selected for inclusion in the 2021 edition of *The Best Lawyers in America*® or *Best Lawyers: Ones to Watch*.

Additionally, three Flaherty attorneys were named as *Best Lawyers 2021 Lawyers of the* ...

April 2020

17 FLAHERTY SENSABAUGH BONASSO ATTORNEYS RECOGNIZED BY SUPER LAWYERS

Flaherty Sensabaugh Bonasso is pleased to announce that 17 of the firm's attorneys have been named to the 2020 list of West Virginia Super Lawyers and Rising Stars.

No more than 5 percent of a state's lawyers are named to the Super Lawyers list, with just 2.5 percent of a state's lawyers ...

August 2019

FLAHERTY SENSABAUGH BONASSO ATTORNEYS RECOGNIZED BY THE BEST LAWYERS IN AMERICA© 2020

Flaherty Sensabaugh Bonasso PLLC is proud to announce that 21 of the firm's attorneys have been selected for inclusion in the 2020 edition of *The Best Lawyers in America*.

Additionally, four Flaherty attorneys were named as *Best Lawyers®* 2020 Lawyers of the Year. Only one lawyer in each area ...

August 2018

FLAHERTY SENSABAUGH BONASSO ATTORNEYS RECOGNIZED BY THE BEST LAWYERS IN AMERICA© 2019

Flaherty Sensabaugh Bonasso PLLC is proud to announce that 22 of the firm's attorneys have been selected for inclusion in the 2019 edition of *The Best Lawyers in America*.

Additionally, three Flaherty attorneys were named as *Best Lawyers®* 2019 Lawyers of the Year. Only one lawyer in each ...

April 2018

22 FLAHERTY SENSABAUGH BONASSO ATTORNEYS RECOGNIZED BY SUPER LAWYERS

Flaherty Sensabaugh Bonasso PLLC is pleased to announce that 22 of the firm's attorneys have been named to the 2018 list of West Virginia Super Lawyers and Rising Stars.

No more than 5 percent of a state's lawyers are named to the Super Lawyers list with just 2.5 percent of a state's lawyers ...

November 2015

ANTICIPATED LABOR REGULATIONS MAY CAUSE ISSUES FOR EMPLOYERS

by Robert C. James and Timothy L. Mayo, as published in The State Journal

10/30/15

In June 2015, the U.S. Department of Labor, Wage and Hour Division, issued 29 CFR Part 541, detailing proposed revisions to federal regulations under the Fair Labor Standards Act.

[Click here to download](#)

HONORS & AWARDS

- Listed, *The Best Lawyers in America*®
 - Employment Law – Management (2016 - 2023)
- Listed, West Virginia Super Lawyers
 - Employment Litigation: Defense (2021 - 2023)

PRACTICE CONCENTRATIONS

- Employment Law
- Commercial/General Litigation
- Civil Rights Litigation
- Municipal Liability
- Products Liability
- Premises Defense
- Vehicular Negligence