



Shannon M. McDonough

Shareholder | shannon.mcdonough@fmjlaw.com

Shannon McDonough practices in the areas of employment and commercial litigation, and employment and HR advising. Shannon has successfully tried and arbitrated cases on behalf of her clients, and she has further upheld jury verdicts and trial court decisions in favor of her clients at the appellate court level. Her practice is national in scope, and she regularly appears on short notice in various courthouses to pursue or defend motions for emergency injunctive relief.

Shannon is the head of FMJ's employment practice. She has defended employers in a variety of employment-related actions in both state and federal courts across the country. She has also handled charges involving the EEOC, Minnesota Human Rights Department and other state agencies. Such litigation and administrative matters have included claims for: (i) discrimination based upon age, race, national origin, disability, gender and religion; (ii) sexual harassment (same sex and opposite sex) and other hostile work environment claims; (iii) ADA claims; (iv) FMLA retaliation claims; (v) whistleblower claims; (vi) ADEA claims; (vii) violations of drug testing policies and Minnesota's drug testing act; (viii) wage claims; (ix) violations of non-compete agreements; (x) violations of the trade secrets act; (xi) unfair competition; (xii) breach of fiduciary duty and the duty of loyalty; and (xiii) minority shareholder claims. In addition to litigation, Shannon advises and provides training on proper hiring and firing procedures and human rights issues. She has also served as a speaker on behalf of various organizations regarding employment-related topics.

Shannon was recognized early on as one of Minnesota's "Rising Stars" in the legal profession from 1999 to 2002, and she has been named a "Super Lawyer" every year since 2003. In addition, she was named one of the Top 100 Minnesota Women Super Lawyers in 2009. She is also a Fellow with Litigation Counsel of America, an invitation-only trial lawyer honorary society with limited membership, representing less than one-half of one percent of American lawyers.

Practice Areas:

HR & Employment
Litigation
Intellectual Property

Education:

Drake University (BS magna cum laude 1992)
Drake University Law School (JD with honors 1995)

State Bar Admissions:

Minnesota State Bar (1995)

Federal Bar Admissions:

US District Court, District of Minnesota (1996)
US Court of Appeals, District of Columbia Circuit (2002)
US District Court of Appeals, Ninth Circuit (2004)
US District Court of Appeals, Eleventh Circuit (2007)
US District Court of Appeals, Eighth Circuit (2011)

Professional Memberships and Associations:

Order of the Coif
Phi Beta Kappa
Omicron Delta Kappa
Douglas K. Amdahl Inn of Court (2002-present)
Fellow, Litigation Counsel of America
Member, The Trial Law Institute
Member, Diversity Law Institute
Eden Prairie Chamber of Commerce

Pro Bono Representation:

Pro bono employment counsel to Hope Chest for Breast Cancer (2014 – present)

Practice Philosophy:

“I strongly advocate for my clients by using my experience, skills, knowledge and colleagues as resources. To obtain the best possible result for my client, I believe it’s important to consider creative options and investigate alternative legal avenues.”

The Rest of the Story:

Born and raised in the Twin Cities, Shannon grew up playing soccer, softball and riding horses. She played soccer for Drake University, and following graduation continued to play competitive indoor and outdoor soccer until she sustained a “career-ending” knee injury. As a spectator, Shannon particularly enjoys baseball. She is a big Minnesota Twins fan, and likes to visit other major league baseball parks. Although not particularly good, she likes to play golf whenever possible; and, although she never gets to go anywhere, she also likes to travel. Proud of her Irish heritage, Shannon’s favorite holiday is, of course, St. Patty’s Day.