



Meghan E. Tepas

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Areas of Practice

Litigation/Trial Practice | Trust and Fiduciary Practice | Labor and Employment Practice

Meghan Tepas is a Partner in the Litigation, Trust and Fiduciary, and Labor & Employment Practice Groups of Smith, Gambrell & Russell, LLP. Ms. Tepas was a Partner with Freeborn & Peters, which combined with SGR in 2023.

Ms. Tepas is passionate about litigation and dogged in her fight to achieve success for her clients, no matter how difficult the case. She approaches each case with creativity, out-of-the-box thinking, and determination. She can and does litigate disputes of all types, including family-held business disputes, trust and fiduciary disputes, as well as breach of contract and employment disputes. She also regularly counsels employers and employees on non-competition agreements and restrictive covenants.

Outside of work Ms. Tepas loves her all women-lawyers book club, learning French, and practicing yoga.

Ms. Tepas earned her B.A. from the University of Michigan, and her J.D. from Indiana University Maurer School of Law, where she was the Executive Articles Editor for the Indiana Journal of Global Legal Studies.

Representative Experience

Trust and Fiduciary Litigation

- After substituting in as counsel when the client was on the eve of judgment being entered against it, Ms. Tepas was successful in having a Corporate Shareholder Derivative lawsuit dismissed in its entirety, with prejudice, for lack of standing, and successfully defended the dismissal on appeal.

Continued

- Successfully defeated motion to dismiss against trust beneficiary client in a multi-million dollar Breach of Trust action against regional corporate trustee.
- Represented family business client in five-day mediation in contentious Breach of Fiduciary Duty action and secured favorable settlement.
- Secured dismissal of multi-count lawsuit alleging Breach of Fiduciary Duty, Fraud, Shareholder Oppression, Breach of Employment Agreement on behalf of Illinois asset management company, which was affirmed on appeal.
- Obtained preliminary injunction against trustee barring its use of trust assets to defend pending Breach of Trust claims.

Employment Litigation

- Drafted, argued, and won motion to dismiss on behalf of public employer entity accused of violating former employees' contractual and constitutional right to retiree health care benefits.
- Served as part of the litigation team for global corporate client in a multiple-plaintiff, multiple-defendant child sex abuse case.
- Successfully defeated requests for Temporary Restraining Order on the basis of alleged violations of Non-Compete, Non-Solicitation, and Non-Disclosure agreements.
- Successfully defended national corporation client against multi-million dollar claw-back action relating to Stanford Ponzi Scheme, and submitted amicus brief to the Texas Supreme Court in related class-action litigation (Federal Court, Texas).
- Conducted months-long investigation and counseled client board of directors through leadership transition following multiple allegations of sexual harassment.
- Obtained summary judgment on behalf of national health care client in case filed by employee alleging ADA and FMLA violations (Federal Court, Indiana).

Commercial Litigation

- Secured dismissal, with prejudice, of complaint alleging Breach of Business Brokerage Contract on behalf of North Carolina technology company.
- Obtained dismissal of lawsuit and appeal of Breach of Contract action on behalf of regional financial institution client.
- Defended national residential alarm services company in multiple Lanham Act lawsuits alleging Unfair Competition and False Advertising (Federal Court, Florida).
- Successful in securing dismissal of complaint alleging violations of Illinois Securities Law, Breach of Contract, and Conspiracy related to capital investments in local start-up.

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Admissions

Illinois
Indiana

Recognitions

40 Illinois Attorneys Under 40 to Watch, *Chicago Daily Law Bulletin*, 2020
Illinois Leading Lawyers - Emerging Lawyers - 2020 (cited in multiple years)
Illinois Super Lawyers - Rising Stars - 2019 (cited in multiple years)

Publications

- Co-Presenter, "Fiduciary Litigation Involving Family-Held Business Interests," Attorneys for Family Held-Enterprises 2023 Spring Meeting, April 21, 2023.
- Contributor, "Employment Termination: Employer Obligations and Workplace Considerations: 2022 Edition," Illinois Institute for Continuing Legal Education.
- Guest, "Attorneys as Employees," In Re Podcast, Illinois Institute for Continuing Legal Education, August 4, 2022.
- Author, The U.S. Supreme Court Clarifies Employers' Legal Obligations to Transgender Employees, August 31, 2020.
- Co-Author, Client Alert: New Employment Laws in 2019 and 2020 Increase Employer Obligations, June 22, 2020.
- Presenter, Freeborn & Peters LLP COVID-19 Webinar, "Getting Back to Business: Safely, Legally, and Effectively," (May 28, 2020).
- Presenter, "Commercial Contracts in the Time of COVID-19", Publicity Club of Chicago Webinar, (April 8, 2020).
- Author, Client Alert: Considering Layoffs Due to COVID-19? Keep These Things in Mind, March 23, 2020.
- Author, Client Alert: Commercial Contracts in the Time of Coronavirus: Am I Still Required to Perform?, March 20, 2020.
- Author, Employers' Legal Obligations to Transgender Employees-Upcoming Supreme Court Case to Shed Light on the Law, October 3, 2019.
- Author, "Curtailing The Tail of Liability for Dissolved Corporations," *Civil Litigation Flashpoints*, published by the Illinois Institute for Continuing Legal Education, June 2014.
- Author, "What's in a Name?" *Civil Litigation Flashpoints*, published by the Illinois Institute for Continuing Legal Education, February 2013.
- Author, "A Look at Traditional Islam's General Discord with a Permanent System of Global Cooperation," *Indiana Journal of Global Legal Studies*, 2009.