

People



Devon S. Mills

Associate, Labor and Employment

Los Angeles

T: +1 213 688 9500

devon.mills@akerman.com

vCard

Devon Mills represents employers in a broad range of labor and employment matters, offering strategic guidance through complex workplace disputes and compliance challenges. He defends management in cases involving discrimination, harassment, retaliation, wrongful termination, and wage and hour issues, including class actions and representative PAGA claims under California and federal law.

Devon partners with employers across industries to resolve disputes efficiently and effectively, balancing legal exposure with business objectives. He advocates for clients before state and federal courts, arbitration panels, and administrative agencies, leveraging sound judgment and practical experience to achieve favorable outcomes.

Beyond litigation, Devon provides day-to-day counseling on employment practices, including hiring, accommodations, investigations, and disciplinary actions. His proactive, solution-oriented advice helps employers navigate evolving workplace laws while maintaining compliant and productive work environments.

Related Professional Experience

- Law Clerk to the Los Angeles City Attorney's Office, General Counsel Division, January 2017-May 2017
- Judicial Extern to the Honorable Otis D. Wright II, U.S. District Court for the Central District of California, May 2016-July 2016

Published Work and Lectures

- *HR.com*, Author, "When ICE Comes Knocking: What to Do During and After a Raid," October 6, 2025
- *HR.com*, Author, "DEI Under Scrutiny: How Employers Can Adapt," April 7, 2025
- *HR.com*, Author, "Will AI Hiring Discrimination Become the Next Major Wave of Employment Litigation?" March 3, 2025

Areas of Experience

Labor and Employment
Employment Litigation
Labor and Employment Due Diligence in Corporate Transactions
Wage and Hour

Education

J.D., Pepperdine University School of Law, 2018
B.S., Arizona State University, 2014

Admissions

Bars

California

Courts

U.S. District Court, Central District of California
U.S. District Court, Eastern District of California
U.S. District Court, Northern District of California

- *Cannabis Business Executive*, Author, “Hemp Derived THC Products, Legal, or Loophole,” May 26, 2020

Affiliations

- LGBTQ+ Lawyers Association of Los Angeles, Member

Honors and Distinctions

- *Best Lawyers*, 2026, Listed in California for Labor & Employment as “One to Watch”
- *Super Lawyers* Magazine, 2025, Listed in California as a “Rising Star” for Labor & Employment