



## Shannon Antle Hamilton

Title: Member

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Shannon Antle Hamilton chairs the Firm's Employment Law Service Group, and is a seasoned litigator and counselor on complex employment law issues. Shannon has significant lead counsel experience in employment litigation and has tried numerous cases in both federal and state court to jury verdict. Shannon's trial experience includes defending companies in workers' compensation retaliation claims, Family and Medical Leave Act claims, cases brought under Title VII and the Kentucky Civil Rights Act, the Americans With Disabilities Act, and the Kentucky Whistleblower Act. Shannon also frequently litigates non-compete, non-solicitation and trade secret disputes. Shannon provides counseling to her clients on compliance in all areas of employment law and is a frequent speaker and author on trending employment law issues.

## CAPABILITIES

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### Practice Areas

- Employment Law
- Employment Litigation
- Health Care - Employment

## RECENT ASSIGNMENTS

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- Obtained defense jury verdicts in two age discrimination cases based on a reduction-in-force. *Paul R. Mitchell and Paul A. Stinnett v. Duramic, LLC*, Daviess Circuit Court
- Co-counsel in one of the first Kentucky wage & hour class actions tried to a jury defense verdict. *Diana Johnston v. The Rawlings Company, LLC, et al.*, Oldham Circuit Court
- Lead counsel for plaintiff in *Gardner Denver Drum LLC v. Peter Goodier and Tuthill Vacuum and Blower Systems*, 2006 U.S. Dist. LEXIS 20703 (2006), to enforce a covenant not to compete agreement.
- Obtained a defense jury verdict in favor of her client in a state whistleblower action.

## BAR ADMISSIONS

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- Kentucky
- U.S. Court of Appeals for the 6th Circuit
- U.S. District Court for the Eastern District of Kentucky
- U.S. District Court for the Southern District of Indiana
- U.S. District Court for the Western District of Kentucky

## RECENT NEWS, ARTICLES & SPEAKING ENGAGEMENTS

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- Information You Need on the COVID-19 Coronavirus *Stites & Harbison, PLLC* March 2020
- Three things employers should know about the Supreme Court's ruling on LGBTQ rights by Sarah Shadburne, *Louisville Business First*, June 22, 2020
- OSHA Revises COVID-19 Guidance with *S. Kelly Gilliam and Sarah Cronan Spurlock* Stites & Harbison, PLLC, Client Alert, June 5, 2020
- Back on Track: Post-Pandemic Re-Opening Guidance for Kentucky Employers with *Demetrius O. Holloway and Rebecca A. Weis*
- COVID-19 Scams: What Employers Need to Know with *Calesia Henson* Stites & Harbison Client Alert, May 12, 2020
- WEBINAR: COVID-19 and Your Business — What You Need to Know with *Rachel Dix Bishop , Allyson True Cook , Brian A. Cromer , S. Kelly Gilliam , William M. Joseph (Bill) , Jamie F. Little , and Rebecca A. Weis* presented by Stites & Harbison, PLLC, April 7, 2020
- Updated CDC Guidance for Essential Workers Stites & Harbison Client Alert, April 13, 2020
- Do You Have a Fever: Preparing for a Pandemic Without Violating the Americans with Disabilities Act with *Rachel Dix Bishop and Calesia Henson* Stites & Harbison Client Alert, March 10, 2020
- Dealing with the Top Issues Managers Face in the Workplace  
Women Environmental Leaders of Louisville meeting, Louisville, KY, September 25, 2019
- Department of Labor Raises Annual Salary Threshold in Final Version of Overtime Exemption Rule Stites & Harbison Client Alert, September 25, 2019
- The Final Countdown: Ten Days Until the EEO-1 Component 2 Pay Data Deadline with *Rachel Dix Bishop* Stites & Harbison Client Alert, September 20, 2019
- Surviving Today's Threats: Managing Legal Liability  
Physical Security Expo, Advanced Global Communications, Louisville, KY, June 19, 2019
- Kentucky Employers - New Pregnancy Worker Accommodation Law Becomes Effective June 27, 2019 Stites & Harbison Client Alert, May 21, 2019

- Employee Race, Ethnicity, and Gender Data Due to EEOC by May 31, 2019; Employee Pay Data Due by September 30, 2019 *with Rachel Dix Bishop* Stites & Harbison Client Alert, May 1, 2019
- DOL's New Overtime Rule Sets FLSA Exemption Threshold at \$35,308 Annual Salary *with Rachel Dix Bishop and Rebecca A. Weis* Stites & Harbison Client Alert, March 8, 2019
- The Work Opportunity Tax Credit and Second Chance Hiring Stites & Harbison Client Alert, February 20, 2019
- P&C Trends to Watch - Are You Vulnerable?  
panel member, Women Leaders in Insurance 2018 Conference, October 19, 2018
- Sixth Circuit rules "tender back" doctrine inapplicable to Title VII and the Equal Pay Act *with Robin E. McGuffin* Stites & Harbison Client Alert, August 21, 2018
- #Me Too Movement  
2018 Annual Convention, Kentucky Society of Association Executives, Bowling Green, KY, August 2, 2018
- When Do Grown-Ups Get Snow Days? Reviewing the FLSA's Inclement Weather Rules *with Robin E. McGuffin* Stites & Harbison Client Alert, January 9, 2018
- Sixth Circuit Rules that Employers' Unenforced Policies Can Be the Basis for a Lawsuit *with Robin E. McGuffin* Stites & Harbison Client Alert, October 17, 2017
- Trump Administration Postpones Revised Form EEO-1 Pay Reporting Requirements *with Rachel Dix Bishop* Stites & Harbison Client Alert, September 15, 2017
- New I-9 Form Takes Effect September 18, 2017 *with Rachel Dix Bishop* Stites & Harbison Client Alert, September 1, 2017
- Federal Judge Strikes Down Obama Administration Overtime Rule *with Rachel Dix Bishop* Stites & Harbison Client Alert, September 1, 2017
- Review of Kentucky Employment Law Cases  
34th Annual Carl A. Warns and Edwin R. Render Labor & Employment Law Institute, June 15, 2017

## FIRM LEADERSHIP

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- Employment Law Service Group, Chair
- Diversity Committee, Member and Former Chair
- S.W.I.F.T. (Stites Women Investing in our Futures Together) Committee, Member and Former Chair
- Chief Talent Officer (2013-15)

## MEMBERSHIPS

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- American Bar Association
- Kentucky Bar Association
- Louisville Bar Association

## COMMUNITY INVOLVEMENT

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- Waterfront Botanical Gardens, Human Resources Committee (non-Board member)
- Business Counsel, Inc., Strategic Growth Committee (non-Board member)

## EDUCATION

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University of Louisville Louis D. Brandeis School of Law J.D. 1988

- *Journal of Family Law*, Manuscript Editor and Member

University of Louisville B.S.B.A., Accounting 1985

## MORE THAN STITES & HARBISON

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In addition to taking care of her daughter and son, Shannon is a University of Louisville fan ("Go, Cards!") and can often be found in the Green Parking Lot, hosting a tailgating party for her family and friends.

## ACCOLADES

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- *Martindale-Hubbell*® AV-Preeminent® Peer Review Rated
- *Best Lawyers in America*®, Employment Law - Management, Labor Law - Management, Litigation - Labor and Employment (2013-20)
- *Best Lawyers in America*®, Louisville Area Lawyer of the Year for Labor & Employment Litigation (2015)
- *Kentucky Super Lawyers*® (2007-20)
- *Kentucky Super Lawyers*®, Top 50 Attorneys in Kentucky (2015-17)
- *Kentucky Super Lawyers*®, Top 25 Women Attorneys in Kentucky (2007, 2013-19)
- *Chambers USA*, "America's Leading Lawyers for Business," Labor & Employment (2014-18; 2020)
- *Louisville Magazine's* "Top Lawyers" (2013, 2014, 2016)

## TESTIMONIALS

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" Shannon Antle Hamilton comes recommended as a "very accomplished employment litigator," attracting particularly praise for her strength at trial. She handles a range of employment law disputes, including FMLA, ADA and trade secrets litigation. "

- *Chambers Commentary (USA), 2020*

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