STITES & HARBISON PLLC



Shannon Antle Hamilton

Title: Member

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Shannon Antle Hamilton 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. She is former chair of the firm's Employment Law Service Group.

CAPABILITIES

Practice Areas

- Employment Litigation
- Employment Law

RECENT ASSIGNMENTS

- Obtained defense jury verdicts in two age discrimination cases based on a reduction-in-force. *Paul R. Mitchell and Paul A. Stinnett v. Daramic, 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

- 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

- Workforce Legal Updates for HR and Managers
  speaker, Kentucky Hospital Association 2025 Fall Health Care Workforce Summit, LaGrange, Ky., November 11, 2025
- Is There No Such Thing as a Reverse Discrimination Claim Now?
  Stites & Harbison Client Alert, June 6, 2025
- FTC Noncompete Rule Struck Down Nationwide
  ,with Robin E. McGuffin and Zachary Losey (Zac) Stites & Harbison Client Alert, August 22, 2024
- Courts Now Split on Enforceability of FTC Noncompete Rule
  ,with Robin E. McGuffin and Zachary Losey (Zac) Stites & Harbison Client Alert, August 2, 2024
- FTC Non-Competition Final Rule Update
  Stites & Harbison Client Alert, July 10, 2024
- Department of Labor Overtime Rule Becomes Effective!
  Stites & Harbison Client Alert, July 1, 2024
- Checking in on the Status of the Fair Labor Standards Act Exempt Salary Threshold Increase
  Stites & Harbison Client Alert, June 17,
- Department of Labor and the Fair Labor Standards Act Exempt Salary Threshold Increase
- FTC bans noncompete agreements — what Louisville experts say you should know
  By Shea Van Hoy, Editor-in-chief, *Louisville Business First*, April 24, 2024

- The FTC's Proposed Ban on Non-Competes: What Every Employer Needs to Know
  Stites & Harbison and JPMorgan Chase seminar, September 26, 2023 *,with Robin E. McGuffin*
- Meet Kentucky's Top 10 Influential Labor & Employment Lawyers in 2023
  by staff editor, *Business Today*, July 21, 2023
- "To Text or Not to Text…" Challenges to Defending Employment Matters Involving Text Messages
  Speaker, myLawCLE, August 21, 2023
- Noncompete? Not So Fast. Business advocacy groups are falling on both sides of the FTC's move to ban noncompete clauses: What businesses need to know.
  by Sarah Shadburne, *Louisville Business First*, May 30, 2023
- "To Text or Not to Text…" Challenges to Defending Employment Matters Involving Text Messages
  Stites & Harbison Client Alert, March 31, 2023
- Medical Cannabis in Kentucky: Executive Action Dated November 15, 2022 – Impact on Kentucky Employers
  Stites & Harbison Client Alert, November 18, 2022
- Supreme Court Rejects OSHA Vaccine Mandate on Private Employers – Allows CMS Healthcare Mandate for Facilities Receiving Medicare/Medicaid Funds
  ,with Demetrius O. Holloway, Ashley Owens Hopkins, Robin E. McGuffin and Robin D. Miller Stites & Harbison Client Alert, January 14, 2022
- Here, There, Everywhere! Top 10 Employment and Tax Considerations When Employees Work Remotely
  Stites & Harbison Client Alert, January 6, 2022
- Where the heck are you? Employment and Tax Implications Arising from Remote Employees
  panel member, sponsored by Dean Dorton, December 1, 2021
- Biden Announces Plans to Mandate Vaccination for All Federal Workers and Contractors, Private Employers with 100+ Employees, and Health Care Workers at Medicare/Medicaid Facilities
  ,with Ashley Owens Hopkins Stites & Harbison Client Alert, September 10, 2021
- Key Takeaways for Employers Under OSHA's Updated COVID-19 Guidance as Delta Variant Spreads and Positive COVID Cases Increase
  Stites & Harbison Client Alert, August 18, 2021
- Will the Federal $15 Minimum Wage Become Reality? Part II
  Stites & Harbison Client Alert, February 26, 2021
- Can You Spare an Extra $7.75? Will the Federal $15 Minimum Wage Become a Reality?
  Stites & Harbison Client Alert, February 15, 2021
- Employers May Have To Pay For Vaccine Time If It's Required
  by Jon Steingart, *Law360*, January 25, 2021

- FFCRA Paid Leave is Ending but COVID-19 Continues: Considerations for Employers Handling COVID-19 Issues in 2021
  Stites & Harbison Client Alert, December 31, 2020
- What Employers Need to Know About COVID-19 Vaccines
  Stites & Harbison Client Alert, December 23, 2020
- COVID-19'S Impact on the Construction Industry
  Speaker, 2020 Construction Law Institute, UK/CLE, November 11, 2020
- Covid-19: Employment Law Impacts for Banks
  Speaker, Conference on Legal Issues for Financial Institutes Webinar, October 22, 2020
- Revised FFCRA Regulations from DOL Set to Become Effective Today, September 16, 2020
  Stites & Harbison Client Alert, September 16, 2020
- HR With the Experts: Families First Coronavirus Response Act Update
  Panelist, Virtual Event, Greater Louisville, Inc., September 11, 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 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
- COVID-19 Scams: What Employers Need to Know
  Stites & Harbison Client Alert, May 12, 2020
- Updated CDC Guidance for Essential Workers
  Stites & Harbison Client Alert, April 13, 2020
- WEBINAR: COVID-19 and Your Business — What You Need to Know
  ,with Brian A. Cromer presented by Stites & Harbison, PLLC, April 7, 2020
- Do You Have a Fever: Preparing for a Pandemic Without Violating the Americans with Disabilities Act
  Stites & Harbison Client Alert, March 10, 2020
- Information You Need on the COVID-19 Coronavirus
  Stites & Harbison, PLLC March 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

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
  Stites & Harbison Client Alert, May 1, 2019
- DOL's New Overtime Rule Sets FLSA Exemption Threshold at $35,308 Annual Salary
  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
  Stites & Harbison Client Alert, September 15, 2017
- Federal Judge Strikes Down Obama Administration Overtime Rule
  Stites & Harbison Client Alert, September 1, 2017
- New I-9 Form Takes Effect September 18, 2017
  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 *,with Demetrius O. Holloway*

FIRM LEADERSHIP

- Employment Law Service Group, Former 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

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

COMMUNITY INVOLVEMENT

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

EDUCATION

- University of Louisville Louis D. Brandeis School of Law J.D., 1988
- University of Louisville B.S.B.A., Accounting, 1985

MORE THAN STITES & HARBISON

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

- *Martindale-Hubbell*® AV-Preeminent® Peer Review Rated
- *Best Lawyers in America*®, Employment Law - Management; Labor Law - Management; Litigation - Labor and Employment (2013-27)
- *Best Lawyers in America*®, Louisville Area Lawyer of the Year for Employment Law - Management (2022, 2026)

- *Best Lawyers in America*®, Louisville Area Lawyer of the Year for Labor & Employment Litigation (2015)
- *Kentucky Super Lawyers*® (2007-26)
- *Kentucky Super Lawyers*®, Top 25 Women Attorneys in Kentucky (2007, 2013-19, 2021-26)
- *Kentucky Super Lawyers*®, Top 50 Attorneys in Kentucky (2015-18, 2023-26)
- *Chambers USA*, "America's Leading Lawyers for Business," Labor & Employment (2008-14; 2020-24)
- *Louisville Magazine's* "Top Lawyers" (2013, 2014, 2016)