

FOULSTON

ATTORNEYS AT LAW



TARA EBERLINE

PARTNER

KANSAS CITY OFFICE
7500 College Boulevard, Suite 1400
Overland Park, KS 66210-4041

T: 913.253.2136

teberline@foulston.com

PROFILE

Tara Eberline serves as partner-in-charge of Foulston's Kansas City office. As an employment defense attorney, Tara helps employers of all sizes navigate the ever-changing field of employment law. She advises cities and counties, business owners, managers, general counsel, and human resources professionals on complex workplace challenges at all stages of the employment relationship. Tara is a trusted resource for strategic and lawful decisions regarding potential, current, and former employee issues of all kinds.

When disputes arise, Tara represents her clients before state and federal agencies and defends clients in matters involving workplace harassment, discrimination, retaliation, and other employment-related lawsuits. Tara has also successfully represented both employers and employees in sensitive and often fast-moving disputes regarding non-compete and non-solicitation agreements. In this evolving area of the law, Tara provides her clients with both legal and practical advice and tailors her negotiation and litigation strategy to reach her clients' business goals.

Tara is frequently invited to speak about employment law-related topics for local chambers of commerce, associations, and other civic groups. She has spoken on an array of topics of interest to human-resources professionals, including the benefits and challenges of social media in the workplace and the proper classification of employees and independent contractors. In 2023, Tara was recognized by Best Lawyers® as the Employment Law – Management "Lawyer of the Year" in the Kansas City, Kansas area.

Outside of her law practice, Tara stays busy baking with her three children, traveling with her husband, and volunteering throughout the Kansas City community.

Education

- University of Iowa (J.D., 2006)
Order of the Coif; highest honors; Editor - *Moot Court Board*
- Wartburg College (BS in Political Science, *summa cum laude*, 2003)

Admissions

FOULSTON

ATTORNEYS AT LAW

- Kansas (2006)
- Missouri (2007)
- U.S. District Court for the District of Kansas (2006)
- U.S. District Court for the Western District of Missouri (2007)
- U.S. Court of Appeals for the Tenth Circuit (2008)

PRACTICE AREAS

- Employment & Labor
- Governmental Liability
- Trade Secret & Noncompete Litigation
- Appellate Law
- Litigation & Disputes
- Privacy & Data Security

INDUSTRIES

- Government
- Healthcare
- Long-Term Care
- Tax-Exempt/Not-for-Profit Organizations
- Franchise & Distribution
- Hospitality & Retail
- Insurance
- Manufacturing

PROFESSIONAL MEMBERSHIPS, AFFILIATIONS, AND HONORS

- Identified by Chambers USA as a leading lawyer in the United States for Labor & Employment Law, 2021-2023; and up and coming lawyer in the United States for Labor & Employment Law, 2019-2020
- Named a "Labor & Employment Star" by Benchmark Litigation, 2019-2024
- Recognized by Best Lawyers® as the 2023 Employment Law – Management "Lawyer of the Year" in the Kansas City, Kansas area
- Selected by peers for inclusion in *The Best Lawyers in America*® in the area of Employment Law – Management, 2021-2024; and Litigation – Labor and Employment and Litigation - Municipal, 2022-2024
- Selected for inclusion in *Missouri & Kansas Rising Stars* List, 2010, 2015-2021 (a Thomson Reuters business)
- United States District Court for the District of Kansas Bench-Bar Committee Member

FOULSTON

ATTORNEYS AT LAW

- Kansas Bar Association
- The Missouri Bar
- Johnson County Bar Association
- Kansas City Metropolitan Bar Association
- Kansas Association of Defense Counsel
- Kansas Women Attorneys Association
- Earl E. O'Connor Kansas Inn of Court

COMMUNITY INVOLVEMENT

- Greater Kansas City Chamber of Commerce Centurions Leadership Program, Apex Class of 2023
- United Community Services of Johnson County, Board member (2016-2021); Executive Committee (2018-2021); Human Services Fund Committee Chair (2018-2019); Secretary (2020-2021)
- Greater Kansas City Chamber Athena Awards Selection Committee Member (2020)
- Shawnee Chamber of Commerce Shawnee Tomorrow, Class of 2012

PRESENTATIONS

2023

- Employment Law Update: New Court Rulings and Legislation Employers Need to Know About (Foulston Siefkin LLP, Employment Law Institute)
- Payroll Perils (Foulston Siefkin LLP, Employment Law Institute)

2022

- Reasonable Accommodation in a Pandemic and Post-Pandemic World (Foulston Siefkin LLP, Employment Law Institute Webinar Series)
- Medication Management, Safety, Diversion, & Impact (Client Presentation)

2021

- Vaccines & Masks & Surveys, Oh My! COVID-19 Issues from an Employment and Health Law Perspective (Foulston Siefkin LLP, Health Law Institute Webinar Series)
- New Court Rulings and Legislation Every Employer Needs to Know About (Foulston Siefkin LLP, Employment Law Institute Webinar Series)
- One Year In: A Look at the Latest COVID-Related Employment Law Issues and Developments (Foulston Siefkin LLP, Employment Law Institute Webinar Series)
- What Corporate Counsel Needs to Know About COVID-19 in 2021 (Foulston Siefkin LLP, Corporate Counsel Series: COVID-19 Webinar)
- Employment Law Update (City Attorneys Association of Kansas)

FOULSTON

ATTORNEYS AT LAW

- Employment Law and COVID-19 Update (Topeka Independent Business Association)

2020

- HR Guide to the New COVID-Related Laws (Olathe Chamber)
- How to (Ethically) Improve Your Negotiating Style (Foulston Siefkin LLP, Corporate Counsel Series: Ethics 2020)
- An Employer's Guide to Coronavirus (Foulston Siefkin LLP, Coronavirus Webinar)
- Emerging Employment Law Issues (City Attorneys Association of Kansas)
- COVID-19 Guidance for Hospital Employers (Kansas Hospital Association)

2019

- Employment Law Update (Olathe Chamber of Commerce)
- Employment Discrimination Mock Trial (Kansas SHRM State Conference)
- Social Media and the Workplace (Kansas Human Rights Commission Employment Seminar)
- EEOC Issues (Foulston Siefkin LLP, HR Training Series)
- #MeToo: Lessons Learned (Foulston Siefkin LLP, Kansas Employment Law Institute)
- Just the Facts: Difficult Conversations, Discipline, and Performance Management (Foulston Siefkin LLP, HR Training Series)
- Anatomy of a Complaint: From Charge to Lawsuit (Foulston Siefkin LLP, HR Training Series)

2018

- Back to the Basics: HR Topics from A-Z that Every HR Professional Should Know (Foulston Siefkin LLP, HR Training Series)
- #MeToo: An Employer's Guide to Managing Harassment and Conducting Investigations (Foulston Siefkin LLP, HR Training Series)
- #YouToo: In-House Counsel's Ethical Obligations in the Age of #MeToo (Foulston Siefkin LLP, Ethics Seminar for Corporate Counsel)

2017

- Employment Law Update (Midwest AAOE Fall Meeting)
- Employment Law Update for ASC Administrators (Kansas Association of Ambulatory Surgery Centers)
- Employment Law Myth Busters (Kansas Association of Counties Annual Conference)
- The Latest from EEOC (Foulston Siefkin LLP, Employment Law Seminar)
- Pre-Employment Box Lunch - Background Checks and Other Employment Inquiries (Foulston Siefkin LLP, Employment Law Seminar)
- Employment Law Mythbusters Box Lunch (Foulston Siefkin LLP, Employment Law Seminar)
- If it's Not in Writing, It didn't Happen: Practical Document Retention Guidelines for Employers (Foulston Siefkin LLP, Employment Law Seminar)
- Dealing with Ill or Injured Employees (Foulston Siefkin LLP, HR Training Series)

PUBLICATIONS

2020

- New York Court Vacates Portions of FFCRA Regulations
-Kansas Employment Law Blog, August 19, 2020

2018

- Losing My Religion: Neutral Employment Policies May Not Be Enough
-Kansas Employment Law Letter, Vol. 24, No. 12
- Sharing Difficult News with Difficult Employees
-Kansas Employment Law Letter, Vol. 25, No. 9

2017

- You've Received a 'Reasonable Cause' Finding from EEOC - Now What?
-Kansas Employment Law Letter, Vol. 24, No. 4
- 10th Circuit Mulls 'Factors Other Than Sex' in Rejecting EPA Claim
-Kansas Employment Law Letter Vol. 24, No. 8

ISSUE ALERTS

2021

- Coronavirus: American Rescue Plan Act Expands FFCRA Voluntary Leave Tax Credit Program

2020

- Coronavirus: Johnson County Issues Emergency Order
- Coronavirus: New York Court Vacates Portions of FFCRA Regulations
- Coronavirus: Families First Coronavirus Response Act Becomes Law
- Coronavirus: Employer Tips for Managing COVID-19

2019

- Kansas City, Missouri Implements Salary Inquiry Ban