



## TARA EBERLINE

### PARTNER

#### KANSAS CITY OFFICE

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## PROFILE

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Tara Eberline serves as partner-in-charge of Foulston's Kansas City office. As an employment defense attorney, Tara counsels employers and defends clients in employment disputes of all kinds. At her core, Tara is a problem-solver who thrives on assisting her clients in meeting their business goals. She advises cities and counties, business owners, managers, general counsel, and human resources professionals and is a trusted resource for strategic decisions regarding potential, current, and former employee issues.

When disputes arise, Tara represents her clients before state and federal agencies and defends clients in all stages of litigation involving workplace harassment, discrimination, retaliation, and other employment-related lawsuits. Her clients have obtained favorable summary judgment rulings, trial verdicts, appellate rulings, and settlements that have avoided prolonged litigation.

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 a frequent and sought-after speaker and trainer on employment law-related topics for civic groups, associations, and clients. She was recognized in 2023 and 2025 by *Best Lawyers*® as the Employment Law – Management "Lawyer of the Year" in the Kansas City, Kansas area; and the 2025 Kansas City, Kansas area Litigation - Municipal "Lawyer of the Year."

Outside of her law practice, Tara loves 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

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- Employment & Labor
- Governmental Liability
- Noncompete & Trade Secret Litigation
- Administrative/Regulatory
- Appellate Law
- Litigation & Disputes

### INDUSTRIES

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

### PROFESSIONAL MEMBERSHIPS, AFFILIATIONS, AND HONORS

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- Identified by Chambers USA as a leading lawyer in the United States for Labor & Employment Law, 2021-2025; and up and coming lawyer in the United States for Labor & Employment Law, 2019-2020
- Named a "Labor & Employment Star" by Benchmark Litigation, 2019-2025
- Named a "Future Star" in the area of Dispute Resolution by Benchmark Litigation, 2025
- Recognized by *Best Lawyers*® as the 2023 and 2025 Employment Law – Management "Lawyer of the Year" in the Kansas City, Kansas area, and the 2025 Kansas City, Kansas area Litigation - Municipal "Lawyer of the Year"
- Selected by peers for inclusion in *The Best Lawyers in America*® in the area of Employment Law – Management, 2021-2026; and Litigation – Labor and Employment and Litigation - Municipal, 2022-2026
- Selected for inclusion in *Missouri & Kansas Super Lawyers*® List, 2024

# FOULSTON

## ATTORNEYS AT LAW

- Selected for inclusion in *Missouri & Kansas Rising Stars* List, 2010, 2015-2021
- U.S. District Court for the District of Kansas, U.S. Magistrate Judge Merit Selection Panel Chair, 2025
- United States District Court for the District of Kansas Bench-Bar Committee Member
- Kansas Bar Association
- The Missouri Bar
- Johnson County Bar Association
- Kansas City Metropolitan Bar Association
- Kansas Association of Defense Counsel
- Kansas Women Attorneys Association

## COMMUNITY INVOLVEMENT

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- 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

## RECENT PRESENTATIONS

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### 2025

- Show Me the Money! Pay Transparency in the Workplace (Foulston Siefkin LLP, Employment Law Institute)
- Employment Law Update: New Court Rulings and Legislation (Foulston Siefkin LLP, Employment Law Institute)

### 2024

- Pay Transparency: What the Law is and What it Requires (BalancedComp, FinComp Annual Conference)
- Employment Law Update 2024 (Kansas Women Attorneys Association, Annual Conference)
- Employment Law Squares (Foulston Siefkin LLP, Employment Law Institute)
- An Ounce of Prevention: 10 Things You Can Do Now to Protect Your Organization From Liability Later (Foulston Siefkin LLP, Employment Law Institute)
- New Expectations When Your Employee is Expecting: Pregnant Workers Fairness Act (Foulston Siefkin LLP, Employment Law Institute)
- Employment Law Update: New Court Rulings and Legislation (Foulston Siefkin LLP, Employment Law Institute)

### 2023

# FOULSTON

## ATTORNEYS AT LAW

- 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)
- 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)

## ISSUE ALERTS

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### 2025

- Missouri Governor and Legislature Repeal Earned Paid Sick Time Law
- Missouri Employers: Deadline to Implement Paid Sick Time Under Missouri Proposition A is April 15, 2025

### 2024

- EEOC Issues Final Regulations Interpreting the Pregnant Workers Fairness Act

### 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