



## TARA EBERLINE

PARTNER

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## PROFILE

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Ms. Eberline advises employers on complex workplace challenges at all stages of the employment relationship. She partners with business owners, managers, and human-resources professionals to guide them in making strategic and lawful decisions regarding their employees. When disputes arise, she represents companies before state and federal agencies and defends clients in workplace harassment, discrimination, retaliation, and other employment-related lawsuits. Businesses recognize Foulston Siefkin for its well-known Employment Law Institute. Ms. Eberline frequently presents at this annual event, as well as other seminars throughout Kansas. 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. Ms. Eberline has successfully represented both employers and employees in sensitive and often fast-moving disputes regarding non-compete agreements. In this evolving area of the law, Ms. Eberline provides her clients with both legal and practical advice and tailors her negotiation and litigation strategy to reach her clients' business goals.

## Education

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

## Admissions

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

## PRACTICE AREAS

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

## PROFESSIONAL MEMBERSHIPS, AFFILIATIONS, AND HONORS

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- United States District Court for the District of Kansas Bench-Bar Committee Member
- United Community Services of Johnson County - Board Member
- Selected by peers for inclusion in *The Best Lawyers in America*® in the area of Employment Law – Management, 2021
- Selected for inclusion in Missouri & Kansas Super Lawyers® List, 2010, 2015-2018 (a Thomson Reuters business)
- Identified by Chambers USA as an up and coming lawyer in the United States for Labor & Employment Law, 2019-2020
- Identified by Chambers USA as a leading lawyer in the United States for Labor & Employment Law, 2021
- Named a Labor & Employment Star by *Benchmark Litigation*, 2019
- American Bar Association
- Kansas Bar Association
- 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

## PRESENTATIONS

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### 2021

- 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)

# FOULSTON

## ATTORNEYS AT LAW

- What Corporate Counsel Needs to Know About COVID-19 in 2021 (Foulston Siefkin LLP, Corporate Counsel Series: COVID-19 Webinar)

### 2020

- How to (Ethically) Improve Your Negotiating Style (Foulston Siefkin LLP, Corporate Counsel Series: Ethics 2020)
- HR Guide to the New COVID-Related Laws (Olathe Chamber)
- An Employer's Guide to Coronavirus (Foulston Siefkin LLP, Coronavirus Webinar)

### 2019

- 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)
- #YouToo: In-House Counsel's Ethical Obligations in the Age of #MeToo (Foulston Siefkin LLP, Ethics Seminar for Corporate Counsel)

### 2017

- 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)
- Employment Law Update (Midwest AAOE Fall Meeting)

### 2016

- SHRM-KC 2016 Employment Law Update (Foulston Siefkin LLP, Employment Law Seminar)
- Employment Law Update (Foulston Siefkin LLP, Employment Law Seminar)
- Can Employees Do That? (Foulston Siefkin LLP, Employment Law Seminar)
- In-House Counsel's Ethical Obligations: The Before and After of Data Breaches (Foulston Siefkin LLP, Employment Law Seminar)
- Winter is Here: The New FLSA Regulations and Other Wage-and-Hour Issues Facing Healthcare Providers (Foulston Siefkin LLP, Healthcare Law Institute)
- Workin' 9 to 5: Employment Law for Counties (Foulston Siefkin LLP, Employment Law Seminar)

### 2015

# FOULSTON

## ATTORNEYS AT LAW

- Keeping the Company out of Hot Water: Conducting Effective Investigations (Foulston Siefkin LLP, Employment Law Seminar)
- “My Boss is Stressing Me Out” and Other Legitimate and Illegitimate Reasons Employees Request Time Off (Foulston Siefkin LLP, Employment Law Seminar)
- Employment Law 2015: The Good, the Bad, and the Unbelievable (Kansas Women Attorneys’ Association Annual Meeting)
- Trends, Trials, and Tribulations in the World of Employment Law (Kansas Bar Association Annual Meeting)
- 2015 Employment Law Update (Foulston Siefkin LLP Health Law Institute; Association of Corporate Counsel)
- Legal Aspects of Supervision (Kansas Association of Counties)

### 2014

- How to Have Difficult Conversations with Employees (Foulston Siefkin LLP, Employment Law Seminar)
- Perspectives from a Plaintiff’s Lawyer: Things Employers Do to Make My Job Easier (and More Profitable) (Foulston Siefkin LLP, Employment Law Seminar)
- Hot Topics in Employment Law: A Panel Discussion (Johnson and Wyandotte County Municipal Attorneys Association)
- #You’reFired! Managing County Employees’ Personal and Professional Use of Social Media (Kansas County Clerks Association)

### 2013

- Social Media and the Workplace 2.0: Employee Privacy, the NLRB, and You (Association of Corporate Counsel, Mid-America Chapter)
- Social Media and the Workplace 2.0: Employee Privacy, the NLRB, and You (Human Resources Management Network of Manhattan)
- Social Media and the Workplace 2.0: Employee Privacy, the NLRB, and You (Foulston Siefkin Employment Law Seminar)

### 2012

- Ten Things Employers Do That Drive Their Lawyers Crazy (Foulston Siefkin Employment Law Seminar)
- Sexual Harassment in the Technology Era (Foulston Siefkin Employment Law Seminar)
- Employment Law Update 2012 (Association of Corporate Counsel, Mid-America Chapter)

### 2011

- #You’re Fired: The Legal Challenges of Twitter, Facebook, and Social Media in the Workplace (Kansas Association of City and County Managers)
- Your Government and You: an Employment Law Update (Association of Corporate Counsel, Mid-America Chapter)
- Personnel Management (Municipal Leadership Academy)

### 2010

# FOULSTON

ATTORNEYS AT LAW

- Too Much Information: The Dangers of Twitter, Facebook, and Other Social Media for the Workplace (Foulston Siefkin, Employment Law Seminar - Overland Park)
- Workplace Staffing Issues: Hiring, Evaluating, Disciplining, and Discharging (HR Basics) (Foulston Siefkin, Employment Law Seminar - Overland Park)
- Preserving Electronic Evidence for Employment Claims: Why, When, and How (Foulston Siefkin, Employment Law Seminar - Overland Park)

## PUBLICATIONS

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### 2018

- 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

### 2016

- Whistleblowing trucker fired by TransAm, reinstated by 10th Circuit  
-Kansas Employment Law Letter

### 2015

- "Ban-the-box" movement making its way in Kansas and across the country  
-HR Hero Line E-zine
- Kansas Legislature (finally) finishes record-setting 2015 session  
-Kansas Employment Law Letter, Vol. 22, No. 4
- Governor rescinds anti-discrimination protection for LGBT state employees  
-Lexology
- Manager fired while on leave may have FMLA interference claim  
-Kansas Employment Law Letter

### 2014

- Jury awards nearly \$1 million to employee who slept on the job  
-Kansas Employment Law Letter, Vol. 21, No. 9
- DOL tries to wring Southwestern Bell for alleged OSH Act retaliation  
-Kansas Employment Law Letter, Vol. 21, No. 4
- Court Affirms No Bonus Guarantee for At-Will Employee  
-Kansas Employment Law Letter, Vol. 20, No. 11
- Employment & Labor in Missouri - Lexology Q & A  
-Lexology

### 2011

# FOULSTON

ATTORNEYS AT LAW

- Worker Classifications Taking on New Importance  
-Ingram's Kansas City Business Magazine
- Fun in the Sun? Not While on FMLA Leave  
-Kansas Employment Law Letter
- Misclassification of Workers as Independent Contractors  
-Kansas Employment Law Letter

## 2010

- Too Much Information: the Dangers of Social Media in the Workplace  
-Kansas Employment Law Letter

## COMMUNITY INVOLVEMENT

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- United Community Services of Johnson County - Board member
- Greater Kansas City Chamber of Commerce Centurions Leadership Program, Fall Class of 2023

## ISSUE ALERTS

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### 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