



TRAVIS R. KEARBHEY

PARTNER

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Deputy leader of the firm's Employment and Labor practice area, Travis Kearbey is a skilled employment and labor practitioner with more than a decade of experience focusing his practice in the areas of litigation, business transactions, counseling and labor law.

His litigation experience covers a wide variety of employment-related disputes, including retaliation and discrimination claims, leave-related and wage-and-hour claims, traditional labor law and arbitration matters, and restrictive covenant disputes. He has represented clients before numerous state and federal courts and various administrative agencies, such as the Equal Employment Opportunity Commission (EEOC), the Department of Labor (DOL), the Missouri Commission on Human Rights and the Illinois Department of Human Rights. Additionally, Travis has successfully handled discrimination and wage-and-hour claims asserted on class and collective bases by private litigants and government agencies, including the U.S. Department of Justice and the EEOC. His employment counseling and litigation experience arises from work with clients across many industries, including the manufacturing, hospitality and professional services sectors. He also has experience representing numerous clients in the education sector, ranging from elementary and secondary schools in Missouri to colleges and universities with campuses around the globe.

Travis also has broad employment experience at all stages of complex mergers and acquisitions — from diligence to integration. This experience includes the negotiation of employment-related terms in merger agreements, stock and asset purchase agreements, and on behalf of privately held and public companies. Travis' wide-ranging experience in the M&A space also includes the negotiation of deal-related executive employment and separation agreements, transition service agreements and secondment contracts.

Travis provides both day-to-day counseling and long-term strategies for developing a culture of compliance, implementing employment policies, conducting companywide pay equity audits and remediation efforts, and structuring and implementing reorganizations and reductions in force.

BACKGROUND

Prior to joining Armstrong Teasdale, Travis spent more than a decade working with another St. Louis area law firm, where he most recently served as partner and co-leader of that firm's labor and employment deal team. In addition to his outside counsel

SERVICES AND INDUSTRIES

Employment and Labor
Mergers and Acquisitions
Securities and Corporate
Finance
Internal Investigations and
Regulatory Compliance
Litigation
Noncompete and Trade
Secrets
Higher Education

ADMISSIONS

Missouri
Illinois
U.S. Court of Appeals, Fifth
Circuit
U.S. District Court, Eastern
District of Missouri
U.S. District Court, Western
District of Missouri
U.S. District Court, Southern
District of Illinois
U.S. District Court, Central
District of Illinois

experience, Travis served as in-house counsel for a Fortune 100 company, holding the position of Senior Counsel, Labor and Employment.

EDUCATION

- Vanderbilt University (J.D., 2006)
- Missouri State University (B.S., 2003)

PROFESSIONAL ACTIVITIES

- The Missouri Bar (Legislative Review Subcommittee, Labor and Employment)
- Illinois Bar Association

CHARITABLE AND CIVIC INVOLVEMENT

- The Magic House (Board of Directors)

ACCOLADES

- *The Best Lawyers in America*[®]; Labor and Employment (2020)
- *Missouri/Kansas Super Lawyers*[®] Rising Star (2012-present)

THOUGHT LEADERSHIP

October 14, 2019

Americans with Disabilities Act (ADA) Accessibility Requirements for Websites and Apps

October 7, 2019

Compliance with Hairstyle Discrimination Laws

September 24, 2019

New Overtime Eligibility Rules Take Effect on Jan. 1, 2020

July 19, 2019

New York Expands Equal Pay Requirements and Bans Pay History Inquiries

July 9, 2019

Nevada Hits Businesses with Wave of New Employment Laws

June 11, 2019

Colorado Joins the Salary-History Inquiry Ban-Wagon

May 30, 2019

Employers in Kansas City Must End Salary-History Inquiries by Oct. 31, 2019

May 3, 2019

Employers Required to Submit EEO-1 Pay Data for Calendar Years 2017, 2018 by Sept.

30, 2019

April 4, 2019

EEOC Sets Sept. 30, 2019 as the New Deadline for EEO-1 Pay Data Reporting

March 19, 2019

Missouri's Public Sector Labor Law Overhaul Hits a Snag

March 8, 2019

Déjà Vu: DOL (Again) Proposes to Increase Income Level for Salaried Exempt Employees