



## TRAVIS R. KEARBHEY

### PARTNER

St. Louis, MO

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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 experience, Travis served as in-house counsel for a Fortune 100 company, holding the

### 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

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**

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