



Elizabeth Wentz



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- [Springfield](#)

BIOGRAPHY

Elizabeth collaborates with employers to (1) develop a culture aimed at preventing employee issues; (2) address employee issues in a manner that will reduce the potential for employment-related litigation; and (3) implement practices and policies that will put employers in the best defensible position if they do encounter employment-related litigation. She focuses her practice on five primary areas.

The first area is assisting employers with preparing and implementing sound practices, procedures, and agreements. This can include drafting policies, providing a legal review of an already existing handbook, drafting employment agreements and separation agreements, and drafting non-compete/non-disclosure agreements.

The second area is conducting employee training. Elizabeth develops and conducts training for both supervisors and non-supervisory employees on a variety of topics such as harassment, discrimination, FMLA and ADA.

The third area is advising Human Resources representatives on day-to-day situations. Examples include: FMLA issues, ADA accommodations, difficult terminations, affirmative action obligations, wage and hour issues, and discrimination and harassment issues.

The fourth area is conducting audits and investigations. This includes conducting Fair Labor Standards Act audits, investigations of employee complaints, and affirmative action audits.

The fifth area is managing litigation when it arises. Elizabeth assists with investigating and defending Charges of Discrimination, responding to demand letters, assessing the legal strength of a claim or potential claim, and managing the work in a lawsuit.

MEMBERSHIPS

- The Patrick E. Higginbotham Inn of Court
- Springfield Metropolitan Bar Association

CIVIC INVOLVEMENT

- Child Advocacy Center, Board of Directors, 2012-present, Board Development Committee, 2015-2016, Executive Committee, 2017-present
- Junior League of Springfield
 - Kids Count, Assistant Chair (2011-2012)

PRACTICE AREAS

- [Health Care](#)
- [Labor and Employment](#)

INDUSTRIES

- [Health Care](#)

EDUCATION

- Tulane University, 2003 (B.S.), *summa cum laude*
- Southern Methodist University, 2007 (J.D.), *cum laude*

BAR ADMISSIONS

- Missouri, 2011
- Texas, 2007

COURT ADMISSIONS

- U.S. District Court for the Eastern District of Missouri, 2014
- U.S. District Court for the Western District of Missouri, 2011
- U.S. District Court for the Eastern District of Texas
- U.S. District Court for the Northern District of Texas
- U.S. District Court for the Southern District of Texas
- U.S. District Court for the Western District of Texas
- U.S. Court of Appeals for the Fifth Circuit

- Kids Count, Assistant Chair (2011-2012) and Chair (2012-2013)
- Arrangements, Assistant Chair (2016-2017)
- Community Committee (2012-2013)

SPENCER FANE LEADERSHIP

- Diversity Committee

Contact Elizabeth Wente at 417.888.1038 or ewente@spencerfane.com.