



Paul D. Satterwhite



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- [Springfield](#)

BIOGRAPHY

Paul Satterwhite helps employers interpret and understand the constantly changing landscape of employment laws to help the employers he works with manage their employment law risks. He focuses his practice on risk management so that the employers he works with can focus their efforts more on the operation of their businesses and less on the management of employment disputes and legal claims.

As part of this risk management approach to employment law, Paul provides clients with practical human resources counseling and he develops and delivers supervisory training programs to employers of all sizes. He works closely with clients to determine the appropriate risk management approach for each particular situation.

In addition to human resources counseling and risk management, Paul regularly works with employers to defend employment-related lawsuits, labor arbitrations, and unfair labor practice charges filed with the National Labor Relations Board (NLRB). He works with unionized employers to develop strategies for union negotiations and handles collective bargaining negotiations for clients.

Paul has defended wage and hour class actions and collective actions and he regularly works with clients on wage and hour risk prevention. He defends and prosecutes restrictive covenant disputes, and has significant experience providing labor and employment-related counsel in corporate transactions.

Highlights of Paul Satterwhite's experience include:

- Managed a team that developed a supervisor training program and wage and hour audit program and tailored those programs to the specific needs of multiple clients.
- Obtained a United States District Court's Order granting a Motion to Dismiss in a discrimination and retaliation case filed against a not-for-profit entity in federal court, a decision that was subsequently affirmed by the Eighth Circuit.
- Successfully prosecuted a non-compete case for an employer where two key employees took trade secrets and attempted to move the company's customer base to their competing entity by obtaining a substantial monetary judgment and injunctive relief against the competing employees and their new business.

PUBLICATIONS

- Co-author, "Regulation of Handbilling and Picketing," *Missouri Employer-Employee Law*, 2008
- Speaker, "Minimizing the Administrative Headaches that Accompany Intermittent and Reduced Schedule Leave," Council on Education, December 2003

PRACTICE AREAS

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

INDUSTRIES

- [Health Care](#)

EDUCATION

- Furman University (B.A.)
- University of North Carolina School of Law (J.D.), *with honors, Order of Barristers, Craven National Moot Court Competition (co-chair), Holderness Moot Court*

BAR ADMISSIONS

- Alabama, 2001
- Missouri, 2002

COURT ADMISSIONS

- U.S. District Court for the Western District of Missouri, 2002
- U.S. District Court for the District of Kansas, 2003
- U.S. Court of Appeals for the Eighth Circuit, 2007
- U.S. District Court for the Eastern District of Missouri, 2012

MEMBERSHIPS

- American Employment Law Council, 2015
- American Health Lawyers Association, 2013-present
- Discovery Center of Springfield, Board of Directors, 2010-present, President 2014-2015
- Foundation for Springfield Public Schools, Advisory Board, 2011-2014
- Harmony House/Family Violence Center, Board of Directors, 2007-2014, chair, 2011; Capital Campaign chair, 2013-present
- King's Way United Methodist Church, 4th-5th grade (Tween) teacher
- Leadership Springfield, Class XXVI, 2010-2011
- Missouri State University, Greater Ozarks Leadership Development, 2009-2010
- The Network, Springfield Chamber of Commerce, 2008-2013

DISTINCTIONS

- *Springfield Business Journal*, Trusted Advisor Award, 2015
- *Missouri & Kansas Super Lawyers*, Employment & Labor, Rising Star, 2009-2011
- *Missouri Lawyers Weekly*, "Up & Coming Lawyer," 2011
- *Springfield Business Journal*, "40 Under 40," 2010

Contact Paul Satterwhite at 417.888.1035 or psatterwhite@spencerfane.com.

Click [here](#) to connect with Paul on LinkedIn.