



Spencer Fane Labor and Employment Team Gains New Talent in Houston

Spencer Fane LLP is pleased to welcome [Rachel G. Marshall](#) to the firm's Houston office as an associate in the Labor and Employment Practice Group.

Rachel counsels national and global employers and business leaders on a wide range of employment law matters, providing both day-to-day operational guidance and broad administrative oversight, drafting policies which support a more diverse and equitable workforce, and managing associated litigation and arbitration when necessary. She boasts a robust litigation background which supports her ability to pursue employment disputes and investigations with long-term, risk-averse, and cost-effective strategies compliant with respective laws and regulations and aligned with individual client objectives.

In addition to drafting and reviewing business policies, processes, templates, and training materials and developing and presenting training programs, Rachel frequently helps clients navigate leave and accommodation issues under the Family and Medical Leave Act, Americans with Disabilities Act, and state and local laws and oversees responses to demand letters and administrative agency charges, including by the U.S. Equal Employment Opportunity Commission and state equivalents.

"Rachel's broad scope of litigation and employment law experience will be an invaluable asset to our collaborative, cross-office labor and employment team as we develop and enforce strong and compliant structural and operational business models," said [Brian Zimmerman](#), office managing partner for Spencer Fane in Houston. "We look forward to welcoming her in Houston as we continue to expand and deepen our client service offerings across Texas."

Prior to joining Spencer Fane, Rachel served as corporate counsel to a national wireless network operator and as a litigation associate focused on employment and civil disputes in multiple private practices. She began her legal career as a public defender within the Pierce County Department of Assigned Counsel in Tacoma, Washington.

Rachel attended Golden Gate University for her bachelor's degree and owned and operated a bakery for more than four years before earning her Juris Doctor *cum laude* from Seattle University School of Law.