



SpencerFane®

Spencer Fane Welcomes Labor and Employment Partner in Springfield

Spencer Fane LLP is pleased to welcome [Tina Fowler](#) to the firm's Springfield, Missouri, office as a partner in the Labor and Employment Practice Group.

Tina helps employers navigate workplace challenges and manage employment-related risk, providing proactive representation in employment disputes and robust defense in discrimination, harassment, retaliation, wrongful termination, and other workplace claims before the U.S. Equal Employment Opportunity Commission and state and federal courts, including appellate courts.

A diligent counselor, Tina advises on labor law compliance, discipline and discharge procedures, pay practices, affirmative action, hiring practices, employee termination, and matters related to Title VII, the Americans with Disabilities Act, the Fair Labor Standards, the Occupational Safety and Health Act, the Family and Medical Leave Act, the National Labor Relations Act, and other federal and state laws relating to employment. She also regularly constructs employment contracts and restrictive covenant agreements.

"Tina is a partner who brings exceptional, targeted legal skills and strong cultural alignment," said [Jason C. Smith](#), office managing partner for Spencer Fane in Springfield. "Her commitment to both the legal profession and the Springfield business community will serve our clients well for years to come. We are thrilled to have Tina join us."

With intuitive legal acumen supported by nearly three decades of experience, Tina has been elected to multiple leadership roles within prominent legal associations. She is a member of the U.S. District Court for the Western District of Missouri's Federal Practice Committee, where she advises on local rules and procedures in an effort to

improve how federal practice and litigation are handled in the district; and was elected a chairperson within the Court's Merit Selection Panel, where she helped confirm the reappointment of the Honorable Federal Magistrate Judge David Rush. She is also a member of the Missouri Bar's Missouri Task Force Committee, among other notable involvements.

Tina completed both her bachelor's degree *cum laude* and her Master of Business Administration from Drury University before earning her Juris Doctor with distinction from the University of Oklahoma.