



## Loren Foy

Of Counsel

### Contact

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## Overview

**Loren Foy employs a range of professional experience in the legal industry to help executives and HR professionals proactively identify risks and equip clients with tools intentionally designed to prevent employment disputes and avoid legal claims, allowing the focus to remain on running a successful business.**

Loren serves as a dedicated partner in the goal of allowing employers to nurture resilient and productive workforces while attracting and retaining top talent. Her private practice involves advising businesses of various sizes and structure on a wide range of employee-related issues, including accommodation requests, performance management issues, workforce reductions, and compliance with federal, state, and local employment laws and regulations. This also includes formulating and implementing best practices related to these common legal issues.

In addition, Loren brings significant experience in customizing personnel policies and employee handbooks, preparing employment agreements and other legally binding documents, leading workplace investigations and audits, handling employee and executive training, and defending employers against EEOC charges, administrative complaints, and single-plaintiff matters at all stages of litigation – from inception and through to resolution and appeal, when necessary.

Loren's clients have included businesses in the manufacturing, construction, engineering, banking and financial services, transportation, and insurance industries, along with civic roles for municipalities.

Most recently, Loren worked for an alternative legal services provider and completed a secondment that allowed her to prepare employee separation agreements, review various policies to assess compliance and regulatory issues, and analyze noncompete and nonsolicitation agreements for a technology services provider. This direct partnership with the company's legal team helps inform her approach to understanding and addressing the labor and employment matters critical to business operations specific to each client.

## Education

- University of New Mexico School of Law, 2011 (J.D.), *cum laude*

- Southern Methodist University, 2006 (B.A.)

## Bar Admissions

- Missouri
- New Mexico

## Court Admissions

- U.S. District Court for the Western District of Missouri
- U.S. District Court for the District of New Mexico

## Distinctions

- Missouri Bar Association Pro Bono Wall of Fame
- I.S. Moise Award, Excellence in Legal and Judicial Ethics

## Memberships

- Society for Human Resource Management
- American Bar Association
- Oliver Seth American Inn of Court, Associate, 2011–2013

## Presentations and Publications

- "Navigating Employment Classification for Cross-State Employees in a Hybrid Work Environment," Spencer Fane WorkSmarts Seminar, March 2025
- "Working Mamas: What Healthcare Organizations Can and Must Do Under the New PWFA and PUMP Act," American Health Law Association, March 2024
- "Kansas and Missouri Labor & Employment Law Year-End Review," January 2021
- "Compliance Check: Missouri Proposition B: Mandatory Employer Postings on Gradual Minimum Wage Increase," January 2019
- "Kansas City Passes Ban-The-Box Ordinance," February 2018
- "Missouri Moves Forward in Restricting Use of PLAs," June 2017
- "Navigating the ACA for Employers," Sterling Education Services, February 2015
- *The Learned Intermediary Doctrine in New Mexico: An Uncertain Future*, 40 N.M. L. Rev. 299, 2010