



## Kellie A. Tabor

Shareholder

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## Practice Areas

Discrimination and Harassment  
Unfair Competition and Trade Secrets  
Leave and Accommodation  
Handbooks and Policies  
HR Advice and Counsel

## Overview

A seasoned and trusted advisor and litigator from the Midwest, to the Pacific Northwest, to the Southeast, Kellie A. Tabor helps her clients develop practical strategies for employment law compliance, including multistate leave and paid sick compliance, consulting on complicated leave, accommodation, and performance management issues, and planning for reductions in force. Kellie also assists clients in protecting their confidential information and trade secrets by developing comprehensive restrictive covenants and assessing concerning employee departures.

On the litigation side, Kellie focuses her practice on defending employers in employee-initiated lawsuits, handling single and multiplaintiff harassment, discrimination, retaliation, leave, and contract claims, among others. Kellie also regularly represents clients in enforcing noncompetes and other restrictive covenants, including obtaining temporary restraining orders and preliminary and permanent injunctions.

Kellie practiced in Littler's Kansas City and Seattle offices before joining Littler's Charlotte office in 2020. She maintains an active practice in all three locations, and regularly advises Washington clients on Washington paid sick, paid family and medical leave, and other leave and accommodation issues. Kellie is licensed to practice in North Carolina, Washington, and Missouri.

She frequently represents clients in the following industries:

- Tech and Startups
- Retail
- Financial Services/Banking
- Manufacturing
- Real Estate
- Construction
- Restaurants and Hospitality

## Recognition

- Named, The Best Lawyers in America®, 2021-2025
- Named, Rising Star, North Carolina, *Super Lawyers*, 2022
- Named, Rising Star, Washington, *Super Lawyers*, 2014-2021
- Named, Rising Star, Kansas and Missouri, *Super Lawyers*, 2012
- Named, Pro Bono Services' Volunteer of the Month , *King County Bar Association*, February 2016

## Education

J.D., University of Iowa College of Law, 2007, *With Distinction*

B.A., University of Nebraska, 2004

## Bar Admissions

North Carolina

Washington

Missouri

## Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Western District of North Carolina

U.S. District Court, Middle District of North Carolina

U.S. District Court, Eastern District of North Carolina

U.S. District Court, Western District of Washington

U.S. District Court, Eastern District of Washington

U.S. District Court, Western District of Missouri

## Publications & Press

### Annual Report on EEOC Developments – Fiscal Year 2024

*Littler Report*

April 28, 2025

**Annual Report on EEOC Developments – Fiscal Year 2023**

*Littler Report*

May 6, 2024

**Washington State Legislative Updates**

*Littler ASAP*

March 27, 2024

**Annual Report on EEOC Developments – Fiscal Year 2022**

*Littler Report*

April 25, 2023

**Annual Report on EEOC Developments – Fiscal Year 2021**

*Littler Report*

April 26, 2022

**New Laws Postpone Washington Cares Act Employee Premiums to July 1, 2023, and Require Employers to Refund any Premiums Already Collected**

*Littler ASAP*

February 1, 2022

**Washington Employers May Consider Delaying January 2022 Start Date for Collecting “Washington Cares Act” Premiums from Employees**

*Littler ASAP*

December 20, 2021

**Top W&H Developments For Women In The Workforce In 2021**

*Law360 Employment Authority*

December 15, 2021

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Press Release*

August 19, 2021

**Washington State LTC Program Requires Employers to Collect Premiums**

*SHRM Online*

July 20, 2021

**Employers Must Collect Employee Premiums under the New “Washington Cares” Program Starting 1/1/2022; Employee Window to Obtain Alternate Coverage Closes on 11/1/2021**

*Littler ASAP*

July 9, 2021

**Annual Report on EEOC Developments – Fiscal Year 2020**

*Littler Report*

March 1, 2021

**Expiration of State Preemption of Anti-Discrimination Ordinances Prompts North Carolina Counties and Cities to Enhance Protections at the Local Level**

*Littler ASAP*

January 25, 2021

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Press Release*

August 20, 2020

**Annual Report on EEOC Developments – Fiscal Year 2019**

*Littler Report*

March 5, 2020

**Washington State Buttons Up Two New Laws Addressing Worker Harassment and Assault in Hospitality and Adult Entertainment Industries**

*Littler ASAP*

May 31, 2019

**Annual Report on EEOC Developments – Fiscal Year 2018**

*Littler Report*

January 28, 2019

**Change Makers: Gender Equity in the Workplace Is Possible. Here's How**

*Seattle Business Magazine*

April 24, 2018

**Annual Report on EEOC Developments — Fiscal Year 2017**

*Littler Report*

February 27, 2018

**Washington's New Healthy Starts Act Requires Employers to Provide Reasonable Accommodations to Pregnant Workers Absent the Showing of a Disability**

*Littler ASAP*

August 29, 2017

**Guidance, Support, Networking: Keys to a Firm's Diversity Efforts**

*NW Lawyer*

July 1, 2017

**Annual Report on EEOC Developments – Fiscal Year 2016**

*Littler Report*

February 27, 2017

**Littler Elevates 24 Attorneys**

*Press Release*

January 3, 2017

**Pro Bono Volunteer of the Month**

*King County Bar Bulletin*

February 1, 2016

**Annual Report on EEOC Developments – Fiscal Year 2015**

*Littler Report*

January 12, 2016

**Annual Report on EEOC Developments - Fiscal Year 2014**

*Littler Report*

January 5, 2015

**Washington Supreme Court Decision May Spur Joint Employer Class Actions**

*Littler ASAP*

September 5, 2014

**Annual Report on EEOC Developments - Fiscal Year 2013**

*Littler Report*

January 22, 2014

**\$15.00 Minimum Wage and Mandatory Paid Sick and Safe Leave for Transportation and Hospitality Workers Take Effect in City of SeaTac**

*Littler ASAP*

January 10, 2014

**Annual Report on EEOC Developments – Fiscal Year 2012**

*Littler Report*

January 8, 2013

**Events & Speaking Engagements**

**2024 Carolinas Regional Employer Conference**

Charlotte, NC

September 12, 2024

**2023 Carolinas Regional Employer Conference**

Charlotte, NC

September 14, 2023

**2022 Carolinas Regional Employer Conference**

Charlotte, NC

September 8, 2022

**Turning the “Great Resignation” into the “Great Retention”**

Charlotte Area SHRM Conference & Expo, Charlotte, NC

May 18, 2022

**Feeling Lucky? Ask Us Your Labor and Employment Related Questions**

March 17, 2022

**When Every Day is “Blursday” – Wage and Hour Compliance for a Remote Workforce**

Association of Corporate Counsel – Charlotte Chapter

October 26, 2021

**Panel Discussion: Returning to Work in the Carolinas**

Charlotte, NC

July 13, 2021

**Washington Paid Family and Medical Leave 201: Lessons Learned and Frequently Asked Questions**

Seattle, WA

March 30, 2021

**The Biden Administration: New and Anticipated Policy Changes and What They Mean for Employers**

March 24, 2021

**Sticky Situations: Handling Sensitive Employment Challenges in a Pandemic**

Charlotte Area SHRM Legal Update, Charlotte, NC

March 8, 2021

**COVID-19's Litigation Aftermath: Preparing for the Coming Wave of Legal Claims in North Carolina and South Carolina**

September 30, 2020

**Diversity at Work: Fortifying Your Inclusion Efforts in the Current Climate**

Association of Corporate Counsel – Charlotte Chapter, Charlotte, NC

June 25, 2020

**Drafters' Lab: Reviewing Fundamental Provisions in Settlement Agreements**

16th Annual WSBA Labor and Employment Conference

November 14, 2019

**2019 Legal Update**

Seattle SHRM

May 16, 2019

**A Legal Update: 2017 & 2018 Year to Date**

Seattle SHRM

April 19, 2018

**Hot Topics in Employment Law: Employment Law Developments from the U.S. Supreme Court, Washington Courts & Idaho Courts**

Inland Northwest Society for Human Resource Management 2017 Annual Legal Update

September 12, 2017

**The Good, The Bad, and The Ugly: A Legal Update**

2017 Washington State Employment Law & HR Conference - Washington State SHRM

March 31, 2017

**Employment Law Update with a Side of BYOD**

Seattle SHRM, Seattle, WA

May 19, 2016

**Background on Background Checks**

Seattle, WA

April 28, 2016

**Risk Management for Employee Separations**

2016 Washington State Employment Law & HR Conference - Washington State Human Resources Council, Bellevue, WA

March 18, 2016

**HR Legal Yearbook: New Faces and Old Friends**

Seattle SHRM, Seattle, WA

May 21, 2015

**Responding to Legal Sea Changes with Agility**

2015 Symposium - Lake Washington Human Resource Association, Bellevue, WA

February 10, 2015

**Social Media's Impact on the Employment Relationship**

Seattle, WA

March 27, 2014

**The Employee From Hell**

Kansas City, MO

October 9, 2012

**Fair Labor Standards Act Basics**

Continuing Legal Education Seminar - Kansas Bar Association

**Fair Labor Standards Act Hot Topics**

Continuing Legal Education Seminar - Kansas Bar Association

**Employee Handbooks: How They Help and Hurt Employers**

United Benefit Advisors Webinar

**Form I-9 Nuts and Bolts**

American Payroll Association, Kansas City Chapter

**Compensation Practices: Hot Topics and Emerging Trends**

Kansas City Compensation and Benefits Association