



## Michele C. Spillman

### DIRECTOR

With a background in both commercial litigation and labor and employment law, Michele offers clients comprehensive solutions to meet their business goals.

### CONTACT

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#### Dallas

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### BIOGRAPHY

Michele Spillman is a Director with a background in both commercial litigation and labor & employment law. Michele offers clients comprehensive solutions to meet their business goals. She represents employers in a wide variety of industries and provides advice and counsel on federal and state employment laws regarding discrimination, harassment, retaliation, medical leave requests and accommodations, and wage and hour issues. She also assists employers with human resources matters, including employment policies, handbooks, severance agreements, non-competition matters, and internal investigations into alleged violations of various employment laws.

### PRACTICE AREAS

- Labor and Employment
- Commercial Litigation

### EDUCATION

- Baylor University (B.A., magna cum laude, Phi Beta Kappa, 2000)
- Baylor Law School (J.D., cum laude, Associate Editor, Baylor Law Review, 2004; Order of the Barristers; NACDL Mock Trial Champion)

### ADMISSIONS

- 2004, Texas
- 2004, U.S. District Court for the Northern District of Texas
- 2006, U.S. District Court for the Southern District of Texas
- 2006, U.S. District Court for the Eastern District of Texas
- 2006, U.S. District Court for the Western District of Texas

### EXPERIENCE

- Representing employers in various business and employment litigation matters relating to employment agreements, noncompetition agreements, breaches of fiduciary duty, and business torts
- Conducting workplace investigations and assessing risks and potential liability
- Advising employers on federal and state employment law compliance and workplace safety issues
- Drafting employee handbooks and policies, noncompetition agreements, and severance agreements

### PROFESSIONAL ORGANIZATIONS

- State Bar of Texas (Litigation and Labor & Employment Sections)
- Dallas Bar Association (Litigation and Labor & Employment Sections)
- Attorneys Serving the Community

### COMMUNITY INVOLVEMENT

- National Charity League (Heart of Dallas Chapter)
- Fotolanthropy (Advisory Board, Member)

### PUBLICATIONS

- [Three Key Takeaways for Employers from Biden's State of the Union Address](#)
- [White House Task Force on Worker Organizing and Empowerment Releases](#)

[Report with Implications for All Employers](#)

- [UPDATE: U.S. Dept. of Labor withdraws independent contractor rule](#)
- [Employee or independent contractor? DOL finalizes new rule](#)
- [Michele C. Spillman joins Phillips Murrah Dallas office](#)