

Shannon Johnson

Shareholder

Shannon is a problem solver with sound business sense who enjoys partnering with clients to solve problems. With a background in advertising, public relations and market research at a large Kansas City advertising agency, and later work for a subsidiary of the Kansas City Star, she has real-world experience in Kansas City's business community. Shannon worked with a number of metro-area small businesses, charitable organizations, arts organizations, hospitals, and other businesses to plan strategically for the future of their businesses with marketing and retention strategies.

After gaining years of this practical experience in the business world, Shannon entered law school to further use her research, writing, and analytical skills to help businesses solve problems. Collectively, her experience and work history make her a great asset for her clients.

A partner to employers and the transportation industry. Shannon has a wide background in litigation. She focuses on cases involving highly-regulated industries, such as the transportation and trucking industries. She also focuses her practice in employment law, helping navigate clients through employee issues, investigations, contractual issues, and lawsuits. She is very experienced in class action defense, having defended a number of such cases during her time as a litigator. Shannon has defended numerous complex commercial litigation matters to successful conclusion in state and federal courts, as well as in arbitration. Her experience includes everything from discrimination and retaliation cases to wage and hour actions, fraud, breach of contract, OSHA matters, wrongful death, personal injury defense, medical malpractice, asbestos defense, business litigation, trucking litigation, regulatory issues, and products liability cases. Shannon was also part of the litigation team that defended one of the longest trials in Jackson County history, a seven-and-a-half-week trial in a complex business fraud case that resulted in a complete defense verdict on behalf of her client, where the plaintiff sought more than \$60 million dollars and ultimately recovered nothing.

Tailored counsel for your business in a timely manner. Shannon prides herself on always giving her best effort to any case, large or small. She is responsive and strives to provide practical advice that makes business sense. She knows that every case is different and will work hard to make sure your case receives the attention it deserves.

An active member of her community. Shannon served on the board for the Association for Women Lawyers for a decade, and as President in 2022, serving a group that strives to improve the lives of women in the legal profession and the Kansas City community. She also served on the board for the Women Construction Owners and Executives (Kansas City chapter) in 2020 and 2021, and on the Community Ambassador Board for the First Hand Foundation from 2019 – 2021. Shannon also enjoys supporting the Kansas City community and has volunteered in the past for Children's Mercy Hospital, the Johnson County Christmas Bureau, Wayside Waifs, and as a foster family for homeless dogs through Erin's Midwest Animal Res-Q and Doghousing. Shannon has participated in the WIN for KC triathlon more than five times, a triathlon that raises money to support young girls gain skills in sports, fitness, and leadership. She has also run two marathons to raise money for the Leukemia and Lymphoma Society: San Diego's Rock 'N Roll Marathon and the Nike Women's Marathon in San Francisco. In her free time, Shannon enjoys spending time with her family, reading, and traveling.

Representative Clients

- TransAm Trucking
- Helzberg Diamonds

Awards

- *Best Lawyers in America*, 2023-present (Commercial Litigation; Labor and Employment)
- *Missouri Lawyers Weekly*, Law Firm Leader Award, 2021
- *Missouri Lawyers Weekly*, Recognized for Top 5 Verdicts in 2020
- *Super Lawyers*, 2019-2021
- *Super Lawyers* "Rising Star," 2012 – 2017
- *Kansas City Business Journal*, Best of the Bar, 2014

Professional Affiliations

- Association for Women Lawyers of Greater Kansas City, Past President
- Johnson County Bar Association, Ethics and Grievance Committee
- Kansas City Metropolitan Bar Association, Member of Federal Courts Advocates Section
- Lawyers Association of Kansas City

Published Works

- Kansas Legislature Amends Law to Strengthen Employers' Ability to Enforce Non-Solicit Agreements (2025)
- New Independent Contractor Regulations Published by the U.S. Department of Labor (2024)
- EEOC Issues Proposed Regulations for Pregnant Workers Fairness Act (2023)
- What OSHA's New Hazardous Communication Standard Means for Your Business (2013)
- A Mock Trial in a Complex Business Torts Case (2013)
- State-by-State Guide to Construction Contracts and Claims (2008)

Speaking Engagements

- The Latest in Employment Law: Including Wins for Mothers (2023)
- Conflicts, Confidentiality, Cannabis: Six Missouri Ethics Opinions (2021)
- Straight Talk on COVID Vaccines: What Clients Need to Know (2021)
- Tackling Employment Issues During the COVID-19 Pandemic (2020)
- Non-Competes/Tortious Interference/Anti-Trust Update (2019)
- E-Discovery in Employment Cases: What Every Employer Needs to Know (2017)
- Human Resources Acronym Update and What to Expect with the New Administration (2016)
- Balancing the Tightrope: Understanding Recent Developments and Overlap in FMLA and ADA Compliance (2015)
- Navigating the Social Media Maze: How to Use Facebook, MySpace and Twitter as Litigation Tools (2011)



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Education

University of Kansas, School of Law, J.D., 2007
 Missouri State University, B.S. in Communications, minor journalism, 1999, Cum laude

Admissions

U.S. Supreme Court
 U.S. Court of Appeals, 10th Circuit
 Missouri
 Kansas
 U.S. District Court for the Western District of Missouri
 U.S. District Court for the District of Kansas
 U.S. District Court for the Southern District of Illinois
 U.S. District Court for the Central District of Illinois

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