



## David M. Kight

*Partner*  
*Kansas City, Missouri*

Dave practices with both Spencer Fane's Labor and Employment Law Group and the Litigation and Dispute Resolution Group. His practice includes business litigation in areas including franchise disputes, non-compete agreements, and other litigation. He also represents management in traditional labor relations matters as well as employment litigation and human resources counseling. He serves on the firm's Electronic Discovery Committee. Dave was the 2006 – 2008 chair of the Missouri Bar's Labor and Employment Law Committee.

He was awarded his law degree from the University of Louisville-Louis D. Brandeis School of Law, where he served as Managing Editor of The Brandeis Brief and President of Phi Alpha Delta Law Fraternity. He received his bachelor's degree in Political Science from the University of North Carolina-Charlotte, where he was Senior Staff Writer at The 49er Times.

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816-292-8303

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816-474-3216

### Areas of Emphasis

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Business Litigation  
Non-Compete and Restrictive Covenant Issues  
Civil Rights  
Wage and Hour Law  
Employment Discrimination

### Publications

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- ▶ [The National Labor Relations Act: Competing Proposals to Amend the Act](#)
- ▶ [Employer Friendly E-mail and Discrimination Rulings](#)
- ▶ [NLRB Issues Controversial Setbacks to Labor Unions](#)
- ▶ [This Google won't elicit a 'Yahoo!'](#)
- ▶ [NLRB To Hear Oral Arguments on E-Mail Use by Employees](#)
- ▶ [Single Statement of Refusal By Employee Deemed Misconduct in Missouri](#)

### Presentation & Speaking Engagements

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### Professional Associations and Memberships

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Kansas Bar Association  
Kansas City Metropolitan Bar Association  
Missouri Bar  
Lawyer's Association of Kansas City

### PRACTICE AREAS

- ▶ Employment Litigation
- ▶ Human Resource Counseling and Training
- ▶ Labor
- ▶ Litigation and Trial Practice
- ▶ Non-Competes and Trade Secrets

### BAR ADMISSIONS

- ▶ Eleventh Circuit Court of Appeals
- ▶ Kansas
- ▶ Missouri
- ▶ U.S. District Court - District of Kansas
- ▶ U.S. District Court - Middle District of Florida
- ▶ U.S. District Court - Western District of Missouri

### EDUCATION

- ▶ University of Louisville School of Law
- ▶ University of North Carolina - Charlotte

## Website

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[Non Compete Lawyers Website](#)

[Union Free Workplace Website](#)

## Publications

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Contributing Editor - The Developing Labor Law, Bureau of National Affairs (2005-Present)

Author - "Restrictive Employment Agreements" 1 Mo. Employer-Employee Law Sec. 17, (MoBar 3rd ed. 2008)

Contributing Editor - Labor Law, Missouri Bar Courts Bulletin (2005 -2007)

Co-Author, Employee Relations Law, Kansas Bar Association Annual Survey of the Law (2004-2005)

Co-Author, "Section VII and the Non-Union Employer" Missouri Bar Journal (November, 2004)

Co-Author, Labor and Employment Issues, Missouri Bar Construction Law Deskbook (2003)

