



# Shannon B. Schmoyer

Shannon B. Schmoyer is a founding partner of Schmoyer Reinhard LLP. Prior to forming the firm, Ms. Schmoyer was a partner at the international law firm of Akin Gump Strauss Hauer & Feld LLP, where she served as the head of Akin Gump's San Antonio labor and employment law section.

## Experience

Ms. Schmoyer's practice focuses on the representation of employers in:

- Employment litigation, including class actions and labor arbitration
- Counseling employers on all aspects of labor and employment law
- Advising management on strategic and complex employment decisions
- Conducting training programs for managers and supervisors on various employment-related topics

Ms. Schmoyer has over 30 years of trial experience in both state and federal court. Her extensive experience includes litigating claims brought under the:

- Americans with Disabilities Act
- Age Discrimination in Employment Act
- Employee Retirement Income Security Act
- Family and Medical Leave Act
- Fair Labor Standards Act
- Title VII of the Civil Rights Act of 1964
- Various state workers' compensation acts

In addition, she has arbitrated numerous unfair labor practice claims under the National Labor Relations Act and has guided employers through union negotiations and corporate campaigns. Ms. Schmoyer is also an experienced appellate lawyer, representing employers in various state and federal courts of appeals.

## Professional Recognition

- Elected as a Fellow of The College of Labor and Employment Lawyers
- Named in *Chambers USA*, Labor and Employment (Texas) in 2016 - 2022
- Named by *The Best Lawyers in America*® (Woodward/White, Inc.) as the San Antonio - Employment Law - Lawyer of the Year in 2013, 2016, 2017, and 2023
- Named a 2022 Top Woman Lawyer by the Texas Diversity Council
- Named by peers for inclusion in the 2012 - 2023 editions of *The Best Lawyers in America*® (Woodward/White, Inc.)
- Named a Labor and Employment Star by Benchmark Litigation in 2021
- Named a 2016 Women Leader in the Law by American Lawyer Media and Martindale-Hubbell
- Named by peers in Thomson Reuters "Super Lawyer" as one of the top 50 women lawyers in Texas 2008, 2009, 2013, and 2014
- Named by peers in Thomson Reuters "Super Lawyer" as one of the top 50 lawyers in the Central and West Texas region in 2008, 2009, 2013, 2014, and 2015
- Named by peers as a Thomson Reuters Texas "Super Lawyer" in 2003 - 2022
- Rated by peers and the judiciary with the Martindale-Hubbell "AV Preeminent" rating
- Named by *San Antonio Magazine* as a Top Labor and Employment Attorney in 2020 - 2022
- Recipient of the Inaugural Outstanding Labor and Employment Lawyer Award presented by the *San Antonio Business Journal* in 2010
- Named as one of San Antonio's best labor and employment lawyers by *Scene in S.A.* in 2006 - 2022
- Named as one of San Antonio's outstanding women lawyers by *Scene in S.A.* in 2021 - 2022

## Activities and Affiliations

- Chair Emeritus, Executive Council of the State Bar of Texas Labor and Employment Law Section
- Fellow, Texas Bar Foundation
- Past Member, The First Tee of Greater San Antonio Board of Directors
- Past Member, Family Service Association Board of Directors
- Member, San Antonio Bar Association
- Member, Bexar County Women's Bar Association
- Member, Harvard University Native American Program

## Partner

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Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization

### Education

Harvard Law School, J.D., 1991

University of Oklahoma, B.A., *summa cum laude*, 1987 (Phi Beta Kappa)

### Bar Admissions

State Bar of Texas

### Court Admissions

U.S. District Courts for the Eastern, Northern, Southern, and Western Districts of Texas

U.S. District Courts for the Northern and Western Districts of Oklahoma

U.S. District Court for the District of Colorado

U.S. Courts of Appeals for the 5th, 10th, and 11th Circuits



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LEADERSHIP FOR GREATER PURPOSE



**SCHMOYER  
REINHARD LLP**  
*Attorneys at Law*