

Zoe Spector

Associate

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Chicago – 312.999.7055



Drawing on her foundation as former in-house counsel, Zoe provides a comprehensive legal partnership that spans the entire employment lifecycle.

Zoe combines practical, risk-mitigating counseling and contract drafting with strong litigation skills to help clients proactively navigate complex employment laws and resolve disputes when they arise.

Zoe is an employment advisor and advocate known for delivering relatable, practical, and clear-eyed advice. Acting as a seamless extension of her clients' teams—from General Counsel and HR leadership to front-line business units—Zoe leverages her reputation as an approachable collaborator to build consensus and drive results in high-pressure environments.

Zoe is a strong and effective litigator with a track record of defending against complex employment claims, navigating the intricacies of Title VII, FLSA, ADA, and FMLA, and state law. Zoe represents clients across state and federal courts, administrative agencies, and arbitral forums.

Beyond the courtroom, Zoe helps clients bridge the gap between employment law requirements and practical operational realities. Zoe works with her clients to draft and negotiate the full spectrum of employment contracts and assist with the employment side of transactions. She conducts proactive audits of HR policies and handbooks to ensure resilience against multi-state compliance challenges. Zoe is also a trusted neutral for sensitive workplace matters and has experience conducting investigations that require a delicate touch and an analytical mind.

Select Experience

- Investigated and responded to 50+ administrative agency charges, securing numerous dismissals without litigation. *

Education

- University of Illinois College of Law (J.D., 2019)
 - *cum laude*
- University of Illinois at Urbana-Champaign (B.A., 2016)
 - *with distinction*

Bar Admissions

- Illinois

- Secured multiple summary judgments following the defense of numerous discrimination and retaliation cases in court and arbitration. *
- Successfully moved to compel claims to arbitration in multiple federal court actions. *
- Obtained successful award in multi-count discrimination and retaliation case in arbitration. *

Court Admissions

- U.S. District Court for the Northern District of Illinois
- U.S. District Court for the Central District of Illinois
- U.S. District Court for the Southern District of Illinois
- U.S. District Court for the District of Colorado

Professional Affiliations

- Participant, Chicago Bar Association Leadership Institute, 2024

Accolades

- *Illinois Super Lawyers*®, "Rising Stars," 2024-2026

Select Presentations

- Panelist, "Non-Competes Across Antitrust, Labor, and Trade Secret Law: Where Do We Stand?" American Bar Association Antitrust Law Section, (January 2026)