

Paige Hoster Good

Shareholder

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Oklahoma City



Overview

Paige Hoster Good is a trial attorney who represents employers in all phases of labor and employment law, including in individual plaintiff and class/collective action litigation before state and federal courts, regulatory and administrative agencies, and arbitration panels. In addition to defending lawsuits filed under Title VII of the Civil Rights Act of 1964, the Family and Medical Leave Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, and the Fair Labor Standards Act, she also represents clients by defending charges of discrimination investigated by the Equal Employment Opportunity Commission and other state agencies.

Paige's counseling practice encompasses a broad range of employment-related issues, with an emphasis on advising clients on best practices for avoiding litigation. This includes training front-line employees, managers and supervisors, and HR professionals and executives on compliance with federal and state labor and employment laws and assisting employers with implementing anti-discrimination, anti-harassment, and anti-retaliation policies and practices; conducting workplace investigations into allegations of discrimination, harassment, retaliation and misconduct; drafting and auditing non-solicitation and confidentiality agreements; advising on Form I-9 employment authorization compliance; defending state wage and hour claims; drafting and implementing drug and alcohol testing programs; developing workplace policies and employee handbooks; advising on hiring, discipline, and termination decisions; counseling regarding legal compliance for reductions-in-force and accompanying severance programs, as well as drafting and negotiating severance agreements; and engaging in employment law due diligence associated with merger and acquisition transactions. Additionally, she advises employers on drafting and enforcing confidentiality, non-solicitation, and other restrictive covenants and has represented clients in trade secret litigation and related common law claims for misappropriation of confidential information.

Admissions

Oklahoma, 2013

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

Education

J.D., with honors, University of Oklahoma, 2013; Order of the Solicitors; Editor-In-Chief, *American Indian Law Review*; National Trial Competition Team; Phi Delta Phi

B.A. (Religious Studies), *summa cum laude*, University of Oklahoma, 2009; Phi Beta Kappa; Outstanding Senior Award

Paige's experience also includes drafting employment agreements, including executive employment agreements, providing counsel on executive compensation issues, and assisting clients in developing bonus, equity, and incentive plans for executives.

Paige's career experience includes advising institutions of higher education and other covered employers on compliance with Title IX of the Education Amendments of 1972, a body of law that prohibits discrimination and harassment on the basis of sex in educational programs and activities that receive federal financial assistance.

Paige is a frequent speaker on issues affecting the workplace and has been a contributing author to numerous business and professional publications, including *The Oklahoman*, *Oklahoma Employment Law Letter*, *Midwest Employment Law Letter*, *HRLaws.com*, *The Journal Record*, and *EmployerLINC*, a legal blog dedicated to employers and workplace issues. She has also been interviewed by *USA Today* on the topic of faith-based discrimination in the workplace.

A portion of her practice is devoted to general civil and business litigation.

Paige's achievements have earned her inclusion in *The Best Lawyers in America* (employment law – management; labor law – management; labor and employment litigation) and *Oklahoma Super Lawyers*.

While pursuing her law degree, she served as a legal extern for the Honorable Michael Tupper of the District Court of Cleveland County, worked as a legal intern for the Oklahoma Attorney General Office's Victims Services and Criminal Appeals Units, and served as Chief Counsel of the OU Legal Clinic.

Representative Experience

Litigation

- Obtained summary judgment on behalf of national convenience store chain on claims of sexual harassment and hostile work environment brought by a former employee by successfully taking advantage of Faragher/ Ellerth affirmative defense.
- Successfully defended oil and gas company against Fair Labor Standards Act (FLSA) claims for overtime in arbitration.
- Obtained dismissal of federal claims for race discrimination and harassment brought by a former employee against a construction company.
- Obtained default judgment against former employee and his new company for violations of non-solicitation and non-disclosure agreement.
- Obtained dismissal of federal claims for retaliation and gender, race and national origin discrimination, as well as a state claim for wrongful discharge in violation of Oklahoma public policy, brought by a medical professional against a surgery center.
- Obtained dismissal of claims for breach of agreement, breach of fiduciary duty, unjust enrichment and accounting brought by a former employee who claimed he had been wrongfully excluded from an ownership interest in a client's business.
- Obtained dismissal of federal lawsuit alleging malicious prosecution and other civil tort claims brought by a customer against a large retail store.
- Obtained summary judgment on behalf of an oilfield production and drilling equipment distributor on claims of gender discrimination and emotional distress brought by a former employee.

- Successfully defended global manufacturing company against grievance and wrongful termination claims brought before an arbitrator.
- Obtained dismissal of a putative FLSA collective action case filed in the District of Kansas brought by workers alleging failure to pay overtime wages.
- Obtained dismissal of various claims brought by former employees of a non-profit social service agency in two related gender discrimination and harassment lawsuits in the Eastern District of Oklahoma.
- Prevented a lawsuit by successfully defending an aging services non-profit organization from a charge of discrimination submitted by a former employee alleging pregnancy and gender discrimination and retaliation.
- Obtained favorable settlement for plaintiff oil and gas optimization company in a lawsuit alleging breach of a non-competition agreement, misappropriation of confidential information, and other tortious conduct by a former employee.

Employment Counseling

- Advised and assisted a large oil and gas company with multi-state presence regarding the development and implementation of reductions-in-force, considerations for reducing risk, and compliance with the Older Workers Benefit Protection Act (OWBPA).
- Advised and assisted laser vision center in the development and implementation of a severance program for exiting employees.
- Counsels and assists institutions of higher education regarding Title IX investigation and compliance.
- Counsels and advises clients regarding Department of Labor wage and hour investigations.
- Drafts and assists clients in implementing drug testing policies, including provisions and procedures pertaining to Oklahoma's legalization of medical marijuana and the Oklahoma Medical Marijuana and Patient Protection Act.
- Drafts and assists clients in implementing class and collective action waivers in arbitration agreements.
- Drafts and assists clients in implementing non-solicitation and confidentiality agreements for workforce in compliance with Oklahoma and other state laws.
- Drafts and assists clients in implementing independent contractor agreements for non-employee workforce.
- Counsels and advises clients regarding pay practices to maintain compliance with the federal Fair Labor Standards Act.
- Audits employment policies and handbooks.
- Advises employers on compliance with USCIS Form I-9 employment verification procedures when onboarding new employees.
- Conducts confidential investigations into allegations of workplace misconduct and harassment on behalf of employers.
- Counsels and assists start-ups with employment law compliance across various jurisdictions.

Honors and Awards

- Selected by peers for inclusion in *The Best Lawyers in America* (2024–Present)
- Listed in *Oklahoma Super Lawyers* (2025–Present)

Professional Organizations and Memberships

- Oklahoma County Bar Association
- Oklahoma Bar Association (Former Chair, Labor & Employment Section; Member, Young Lawyers Division)
- Federal Bar Association, Oklahoma City Chapter (Mentor in Mentorship Program)
- Luther Bohanon American Inn of Court

Civic Involvement and Leadership

- University of Oklahoma College of Law Young Alumni Board (Chair)
- Oklahoma Women's Coalition (Former Member, Board of Directors)