



CURRICULUM VITAE

Laurie R. Jones, Esq., SPHR, SHRM-SCP
Co-Founder / Shareholder / Strategic Advisor

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PROFESSIONAL EXPERIENCE

Consulting

Co-Founder/Shareholder Employment Practices Solutions, Inc., Southlake, Texas

President & CEO; 2002 – 2008

Vice President; 2000 – 2002

Senior Consultant; 1996 – 2000, 2008 – present

Strategic Business Advisor; 2008 – present

Secretary/Treasurer of Board of Directors; 2008 – present

Utilize expertise in labor and employment law to provide training, consultation, investigation services, and expert testimony to clients of EPS and AFA. Provide presentations, training and consultation nationwide on employment relations topics including preventing harassment, addressing workplace discrimination, handling employee complaints, workforce policies, employee privacy issues, attendance and leaves of absence, human resources training, and diversity. Design and lead executive, management and employee level training programs on the issues listed above. Conduct and supervise nationwide investigations into employee complaints and present training sessions to organizations on conducting these investigations. Act as a featured speaker, expert and author on employment topics on numerous occasions including as a source for the media.

Topics Taught*:

Sexual Harassment Sensitivity
Hiring and Interviewing Considerations
Preventing Workplace Discrimination
Performance Reviews, Discipline and
Terminations
Communicating Effectively
Leaves of Absence (ADA, FMLA, and Worker's
Compensation)
Creating Respectful Working Environments
Employee Privacy
Managing Diversity as a Vital Resource

Drafting Essential Personnel Policies
Valuing our Workplace Diversity
Managing Attendance
Conducting Effective Workplace Investigations
Reference and Background Checks
Behavioral Interviewing
Battling Gender Discrimination in International
Trade
Training Your Managers to Excel Within
Organizational Change
Client Relations

*Each of these topics was created by or had significant input from Laurie Jones. They were presented to employees, management, executives, and human resources departments or to the general public during conferences.

Legal

Littler Mendelson, Dallas, Texas

Associate, Labor and Employment Law

March 1992 – April 1996

Represented and counseled public and private sector management in a vast variety of labor and employment matters before both state and federal courts and agencies. Extensive litigation experience including drafting and answering discovery, taking depositions, first and second chair responsibility in jury and bench trials and arbitrations. Areas of practice included claims under the United States and Texas Constitutions, Title VII, ADA, ADEA, FMLA, Civil Rights Act of 1991, Texas Labor Code, Texas Worker's Compensation Act, various federal civil rights Acts, including sections 1981 and 1983, defamation, emotional distress, assault, and other employment related torts.

Jenkins & Gilchrist, Dallas, Texas
Associate, Labor and Employment Law
October 1990 – March 1992

Associated with employment law section, which became the Dallas office of Littler, Mendelson. Areas of practice as listed above.

EDUCATION

J. D., University of Virginia, May 1990

B.S. in Political Science, James Madison University, May 1987
Minors in Paralegal Studies and Psychology
Awards and Activities: Magna cum Laude, Honor Council President

LICENSE/CERTIFICATIONS

Licensed to practice before the Supreme Court of the State of Texas, November 1990

Other courts:

U.S. Fifth and Tenth Circuit Courts of Appeals

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

Certified Senior Professional in Human Resources by Human Resource Certification Institute, December 2002;
recertified 2006, 2009, 2012

SHRM- Senior Certified Professional – 2015 – present

PUBLICATIONS/PRESENTATIONS*

See separate list.

EXPERT WITNESS DESIGNATIONS

Mary J. Hofacker, et al v. EMC Corporation, et al, Cause No. 199-2522-05, in the District Court of Collin County, Texas, 199th Judicial District, on behalf of Defendant. Designated and report rendered July 2006; deposed December 2006. Sex discrimination, retaliation, and negligent retention and supervision.

Patricia Lahar v. Oakland County, Civil Action No. 05-CV-72920, in the United States District Court, Eastern District of Michigan, Southern Division, on behalf of the Defendant. Designated and report rendered June 2006. Retaliation.

Ava-Gail Jagroop v. Island Finance Virgin Islands, Inc., et al, Case No. 2000/188, in the District court of the Virgin Islands, Division of St. Croix, on behalf of Plaintiff. Designated and report rendered February 2005; deposed November 2005. Wrongful discharge (public policy) and sex discrimination.

Name Confidential per Protective Order v. Verizon Sales Directories Corp., Verizon Information Services, Inc., and Thomas Toye, No. 2003-CI-07455, In the District Court, 225th Judicial District Bexar County, Texas, on behalf of Defendant Verizon Sales Directories Corp. Designated May 2004; report rendered May 2004; deposed January 2005. Negligent investigation and defamation.

Maria Loera v. National Railroad Passenger Corp. (Amtrak), No. 02-C-0736, United States District Court Northern District of Illinois, Eastern Division, on behalf of Defendant. Designated March 2004; report rendered March 2004; deposed April 2004. Sexual harassment prevention and correction.

Lori Pierson v. Pechiney Rolled Product, L.L.C. et al, C.A. No. 00-C-116, Circuit Court of Jackson County, West Virginia, on behalf of Defendant. Designated December 2002; deposed. Retaliation; investigation.

Latoya Ball v. Sierra Management, Inc., et al, C.A. No. 352-183174-00, District Court of Tarrant County, Texas, on behalf of Defendant, Sierra Management. Designated June 2002. Negligent hiring and supervision.

Steven Tonsi v. Dell USA Corp. et al, C.A. No. GN-000853, 353rd District Court of Travis County, Texas, on behalf of Plaintiff. Designated November 2001; deposed and testified. Retaliation, wrongful termination and negligent investigation.

Nichelle Rodgers v. Apple South, Inc. (Applebee's Restaurant), C.A. No. 3-98CV-488-H, in the United States District Court for the Western District of Kentucky, Louisville Division, on behalf of Defendant. Designated December 1999; report rendered December 1999. Race discrimination and retaliation; Defendant's Motion for Summary Judgment granted.

Cohn, et al. v. Kvaerner Process, C.A. No. H-98-4050, in the United States District Court for the Southern District of Texas, Houston Division, on behalf of Defendant. Designated July 1999; report rendered August 1999. Sexual harassment prevention and correction.

Delia Garcia v. Sam Kane Beef Processors, Inc., et al, C.A. No. C-98-455, in the United States District Court for the Southern District of Texas, Corpus Christi Division, on behalf of Defendant. Designated July, 1999; report rendered August 1999. Sexual harassment prevention and correction.

Barbara Sherard v. AMF Bowling, Inc. and Randy Lawson, C.A. No. 96-5043-E, 148th District Court, Nueces County, Texas, on behalf of Plaintiff. Deposition taken by Defendant, May 1999. Sexual harassment.

Tyler, et al. v. Union Oil, C.A. No. MO-98-CA-041, United States District Court for the Western District of Texas, Midland Western Division, designated on behalf of Defendant, March 18, 1999. Age discrimination class action. Report rendered September 1999. Co-designees: Amy Jacobs and DeDe Wilburn.

Vasquez v. The University of Texas Health Science Center at San Antonio, et al., No. SA 97 CA 1185; in the United States District Court for the Western District of Texas, San Antonio Division. On behalf of Defendant. Designated January 25, 1999. Sexual harassment prevention and correction. Co-designees: Katherine Martinez-Vitela and Pamela Fagan.

Paula Cockerill v. Eckerd Corporation, C.A. No. A-98-CA-146SS, U.S. District Court for the Western District of Texas, Austin Division, on behalf of Defendant. Report submitted, November 1998. Sexual harassment. Defendant's Motion for Summary Judgment granted.

Charles A. Calderwood v. The Equitable Life Assurance Society of the United States and William Green, National Association of Securities Dealers, Inc. Arbitration, San Francisco, CA on behalf of Respondents. Report submitted, September 1998. Negligent Investigation (sexual harassment).