



CURRICULUM VITAE

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

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PROFESSIONAL EXPERIENCE

Consulting

Co-Founder & Board Member Employment Practices Solutions, Inc.

Southlake, Texas

Co-Owner/President & CEO; 2002 – 2008

Co-Owner/Vice President; 2000 - 2002

Co-Owner/Senior Consultant; 1996 – 2000, 2008 to present

Treasurer/Secretary of the Board of Directors; 1996- present

Utilize expertise in labor and employment law to provide training, consultation, investigation services, and expert testimony to clients of EPS. 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. Collaborate with EPS management as Strategic Advisor on financial, personnel resources and succession planning.

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. Participate in on campus interviews at various law schools, determine candidates to call back, and interview call back candidates. Collaborate with recruiting committee to select students as summer associates and mentor summer associates.

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, 2002 to 2017

Certified Society for Human Resource Management - Senior Certified Professional, 2015 to present