



CURRICULUM VITAE

Molly Holub, Esq.
Consultant

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EDUCATION

J.D., Texas Tech University School of Law, 1995

B.S., The University of Texas at Austin

Government and Spanish, May 1992

The University of Salamanca, Salamanca, Spain

Studied Spanish culture and language with Spanish Program, summer 1991

PROFESSIONAL EXPERIENCE

Consulting

Employment Practices Solutions, Inc.

Consultant

August 2012 – present

Conduct investigations into complaints of workplace misconduct. Provide guidance to employers concerning sound personnel practices and procedures. Develop employment practices manuals and employee handbooks for a variety of businesses. Provide training programs on a broad range of employment issues, including investigation procedures, harassment, sensitivity, conflict management, diversity, effective hiring, disciplinary actions and other workforce policies and practices. Provide one-on-one coaching to employees. Make presentations, serve on discussion panels and write articles on employment related topics.

Legal

Solo Practice

Attorney

January 2005 – present

Part-time practice includes consulting and advising corporate clients on all aspects of employment law, including discrimination/harassment claims, effective hiring and disciplinary action and other workplace policies and practices. Provide guidance to employers concerning sound personnel practices and procedures, including reviewing and revising employee handbooks and related policies.

Mills Shirley LLP

Associate

September 1995 – December 2004

Senior associate whose practice included employment, governmental entities and insurance defense litigation. Extensive experience in developing employment practices manuals and employee handbooks for midsize businesses and governmental bodies. Worked with clients to conduct investigations into claims of employment discrimination. Additionally, represented employers before the EEOC, TWC and other governmental entities. Experience further includes all aspects of litigation, including research and writing, depositions, motions practice, mediation and trial preparation.

LICENSE/CERTIFICATIONS

Licensed attorney in the State of Texas, 1995

MEMBERSHIPS

Texas State Bar Association, Labor and Employment Section
Society for Human Resource Management

PUBLICATIONS/PRESENTATIONS

Research and Writing Assistance: "Confidentiality Issues." Coastal Area Health Education Center Second Annual Family Violence Conference, College of the Mainland, Texas City, Texas, March 8, 1996

Research and Writing Assistance: "Employee Status Issues." Texas Association of Defense Counsel, Spring Meeting, Seattle, Washington, April 25, 1996

Research and Writing Assistance: "Employment Retaliation Litigation: An Overview." Suing and Defending Governmental Entities, Doubletree Hotel, Houston, Texas, May 14-15, 1998

Author and Presenter: "Sexual Harassment Case Update." Houston Bar Association, Marriott Courtyard-Galleria, Houston, Texas, March 2000

Author and Presenter: "Sexual Harassment Case Update." Houston Bar Association, Junior League of Houston, Houston, Texas, January 2003

Author and Presenter: "Employment Discrimination Issues." The American Institute of Architects, San Antonio Chapter, San Antonio, Texas, April 2004

Co-Author and Co-Presenter: "Social Media and Technology in the Workplace." Employment Practices Solutions Annual Meeting, Fort Worth, Texas, March 2013

Author: "Could Your Job Search End in a Puff of Smoke?," Employment Practices Solutions Newsletter, May 2013

Co-Author and Co-Presenter: "Impact of Recent NLRB Decisions." Employment Practices Solutions Annual Meeting, Philadelphia, Pennsylvania, February 2015

Author and Presenter: "Legal Update: Sexual Harassment." Employment Practices Solutions Annual Meeting, Houston, Texas, February 2016

Author: "Lessons From Uber: Training for the Flawed High Performer," Employment Practices Solutions Newsletter, July 2017

Panelist: "Uber, Fox News and Executive Influence on Corporate Culture," EPS RealSolutions© Podcast, August 2017