



CURRICULUM VITAE

Amy Nickell Jacobs, Esq.
Senior Consultant / Shareholder

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EDUCATION

J.D., University of Virginia School of Law

B.A., Virginia Tech
Major: Political Science

PROFESSIONAL EXPERIENCE

Consulting

Employment Practices Solutions, Inc.
Consultant, March 1997 - present

Provide presentations and training 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. Customize and lead executive, management and employee level training programs on the issues listed above. Conduct investigations of employee complaints of workplace misconduct, and present training sessions to organizations on conducting complaint investigations. Provide general guidance to employers concerning sound personnel practices and procedures. Clients include law firms and companies in both the public and private sector.

Legal

Haynes and Boone, LLP, Fort Worth, Texas
Associate, 1991 - 1997

Associate in Labor and Employment Section. Advised and defended employers in both public and private sector with respect to labor and employment matters, including but not limited to claims brought under Title VII, Section 1983, and state tort law theories. Represented employers in state and federal courts, including jury and non-jury trials. Conducted numerous training classes and frequently spoke on employment issues.

Bracewell & Patterson LLP, Houston, Texas
(now known as Bracewell)
Associate, 1988 – 1991

Associate in Labor and Employment Section and Litigation Section. Advised and defended employers with respect to labor and employment matters, including significant experience with OSHA. Also obtained significant experience in commercial litigation, including creditor representation in Chapter 11 reorganizations.

LICENSE/CERTIFICATIONS

Licensed attorney in the State of Texas, 1988
Texas Bar Foundation Fellow

PUBLICATIONS/PRESENTATIONS

Author, *AI in the Workplace: Uses and Risks*, Employment Practices Solutions Newsletter, November 2024

Panelist, EPS RealSolutions® Podcast, *Uber, Fox News and Executive Influence on Corporate Culture*, August 2017

Author, *Faragher/Ellerth to Fox News: The More Things Change, The More They Stay the Same*, Employment Practices Solutions Newsletter, May 2017

Author, *Surviving the Downturn: Considerations Before Trimming Your Workforce*, Employment Practices Solutions Newsletter, February 2009

Co-Author, *Prevent Workplace Harassment: Proven Policies That Keep Your Company Out of Court*, Aspen Publishing 2008; Employment Practices Solutions Newsletter, 1998

Author, *Reviewing Your Interviewing: A Refresher*, <http://oceanreef-hrinfo.blogspot.com>, Dec. 9, 2007

Author, *Avoiding USERRA Battles: Recent Developments in Veterans Claims*, Employment Practices Solutions Newsletter, November 2007

Author, *Retaliation? Well, It Depends ...*, Employment Practices Solutions Newsletter, June 2006; HR.com, July 10, 2006

Author, *Reviewing Your Interviewing: A Refresher*, Employment Practices Solutions Newsletter, July 2005; HR.com, September 2005

Author, *An Instant Message from the Supreme Court: Are You Listening?*, Employment Practices Newsletter, July 2004; HR.com, June 2005

Author, *I am from the Government and I am Here to Help*, Employment Practices Newsletter, 2001

Author, *Batman Has One, The President Has One: Who Else Needs a Hotline?*, Employment Practices Newsletter, November 2000

Presenter, *Moving Beyond Denial and Handwringing: Practical Techniques for Conducting a Sound Workplace Investigation*, Mid-Cities Human Resource Association 2006, HR Southwest October 2005; Fort Worth Human Relations commission 3rd Annual Employment Law Seminar, September 2003

Presenter, *Effective Discipline & Terminations*, Roundtable Discussion Facilitator, Fort Worth Human Resource Association, Nov. 20, 2003

Presenter, *Preparing to be an Effective Witness*, Roundtable Discussion Facilitator, Fort Worth Human Resource Association, November 21, 2002

Presenter, *Recruiting and Retaining Skilled Employees*, Texas Association of Business & Chambers of Commerce, March 3, 1999

Presenter, *Privacy in the Public Sector Workplace*, Council on Education in Management, Dec. 14, 1998

Presenter, *Managing Through Performance Evaluations*, Grand Prairie Small Business Procurement Conference, Aug. 19, 1998

Presenter, *How to Minimize Sexual Harassment Liability? Train and Investigate!*, Texas Association of Business & Chambers of Commerce 20th Annual Employment Relations Symposium, July 23, 1998

Presenter, *Drafting Effective Personnel Policies*, TML Intergovernmental Risk Pool Employment Law Seminar, July 15, 1998

Presenter, *Seven Deadly Sins That Can Cost Your Business Its Assets*, Cross Timbers Human Resource Association, July 8, 1998

Presenter, *Case Law Update*, Big Country Society for Human Resource Management Employment Law Seminar, April 30, 1998

Presenter, *Hiring and Interviewing Techniques*, Big Country Society for Human Resource Management Employment Law Seminar, April 30, 1998

Presenter, *Protecting Employee Privacy*, Big Country Society for Human Resource Management Employment Law Seminar, April 30, 1998

EXPERT DESIGNATIONS

Retained By Defense

Plaintiff A v. Bimbo Bakeries USA, Inc.; Party Doing Business as Mrs. Baird's Bakeries; and Duane Ford, IN THE 48TH JUDICIAL DISTRICT, TARRANT COUNTY, TEXAS (CAUSE NO. 048-227002-07)

Plaintiff B v. Bimbo Bakeries USA, Inc.; Party Doing Business as Mrs. Baird's Bakeries; and Duane Ford, IN THE 96TH JUDICIAL DISTRICT, TARRANT COUNTY, TEXAS (CAUSE NO. 096-225671-07)