



CURRICULUM VITAE

Ines Monte
Consultant

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EDUCATION

J.D., The University of Chicago Law School
Chicago, IL, 1996, Member of The University of Chicago Law Review.

B.A., Purdue University
West Lafayette, IN, 1993, *summa cum laude*, Phi Beta Kappa, Outstanding Senior Award in Political Science.
Political Science

PROFESSIONAL EXPERIENCE

Employment Practices Solutions, Inc.
Consultant

2025 - present

Conduct investigations into complaints of workplace misconduct. Provide guidance to employers on sound personnel practices, policies, and procedures. Facilitate training programs on a broad range of employment laws and issues, including investigation procedures, harassment and discrimination prevention, DE&I, effective hiring, disciplinary action and other workforce policies and practices. Provide one-on-one coaching to employees and leaders post-investigation.

Employment Law Counselors, LLC
Founder

2023 - 2025

Advised business leaders and HR professionals on complex labor and employment issues across unionized and non-unionized workforces, including grievance and arbitration handling, CBA interpretation, ULP charge responses, and compliance with NLRA, FLSA, Title VII, and state-specific laws. Provided day-to-day counsel on performance management, contingent workers, terminations, workplace audits, and workplace investigations to minimize legal risk and align with business goals. Trained managers on maintaining respectful workplaces, leaves and accommodations, union organizing efforts and elections, and business ethics. Conducted investigations into employee complaints or workplace misconduct. Served as interim in-house labor and employment counsel for multiple clients.

LaPointe Law, P.C.
Senior Labor and Employment Attorney

2019 - 2023

Advised global HR professionals on employment and labor matters, including leave management, performance issues, and terminations in union and non-union settings. Designed and delivered training for managers and employees to promote legal understanding and minimize risk. Represented clients in litigation, arbitrations, and agency proceedings (EEOC, NLRB, DOL). Conducted investigations, developed handbooks, and drafted labor-related agreements and strategy documents. Provided strategic counsel on employment law, defending clients in complex litigation and arbitration.

Littler Mendelson, PC
Senior Employment Counsel

2016 - 2019

Counseled HR teams on risk management and employee relations issues across entire employment life cycle in both union and non-union locations. Negotiated and drafted employment agreements. Advised on international employment issues and led compliance efforts for multinational employers. Provided strategic legal advice on labor issues, including collective bargaining and grievance handling. Designed and implemented strategy and process for reductions in force.

The Monte Law Firm, Ltd. (formerly Brennan & Monte, Ltd.)
Founding Partner

2004 - 2016

Co-founded a successful boutique employment law firm, representing clients in complex litigation and appellate matters and providing guidance on all employment law matters. Represented clients in arbitrations, responded to charges of discrimination before government agencies, and successfully mediated favorable settlements of employment related disputes. Advised on restrictive covenants, non-compete issues, and employment agreements. Prepared employment policies and workplace handbooks. Represented clients in labor arbitration matters concerning contract disputes and termination challenges.

LICENSE/CERTIFICATIONS

- State Bar of Illinois
- Member, Federal Trial Bar, US District Court for Northern District of Illinois
- U.S. Court of Appeals for the Seventh Circuit
- U.S. Court of Appeals for the Ninth Circuit