

# Laura Calhoun

## Senior Counsel

Laura Calhoun has been representing employers and employees in Texas for over 25 years on a wide range of employment law issues.

### Experience

- Litigation of state and federal employment law claims, including claims for discrimination, retaliation and sexual harassment under Title VII, the ADEA, ADA and Chapter 21 of the Texas Labor Code.
- Representation of employers and employees on overtime claims/collective actions under the Fair Labor Standards Act.
- Counseling employers on compliance with state and federal employment laws, including drafting/reviewing employer policy manuals and conducting management/staff training on sexual harassment and other anti-discrimination/harassment/retaliation policies, and providing guidance on hiring, performance evaluations, disciplinary action and termination.
- Representation of employers and employees in unemployment and wage claims before the Texas Workforce Commission.
- Representation of clients before the Equal Employment Opportunity Commission and the Texas Workforce Commission-Civil Rights Division on charges of discrimination, harassment and retaliation.
- Negotiation and drafting of employment contracts, non-compete agreements, non-disclosure and confidentiality agreements, independent contractor agreements and severance agreements.
- Representation/counseling on covenants not to compete and other issues of business confidentiality, non-solicitation, trade secrets and tortious interference with contracts and business relations.
- Business entity formation, including preparation of state filings and compliance with other business/corporate formalities, shareholder agreements and buy-sell provisions.
- Negotiation of asset purchase agreements in connection the sale of a business.
- Briefed a variety of employment law issues over the years, including a favorable case for my firm's client involving the Americans With Disabilities Act which was heard by the United States Supreme Court. See *Cleveland v. Policy Management Systems*, 526 U.S. 795, 143 L. Ed. 2d 966, 119 S. Ct. 1597 (1999).

### Practices, Industries & Services

Labor & Employment

### Memberships

- Plano Bar Association: Board Member 2006 to present. Currently CLE-Director
- Collin County Bar Association- Corporate Counsel Section: Co-Chair 2019-2020
- Employment Law Section of State Bar of Texas

### Honors

- Texas Super Lawyers (2012-2019)
- Super Lawyers/Top Women of 2019

### Presentations

- WEBINAR: "The Coronavirus Pandemic: Legal & HR Considerations for Managing a Remote Workforce"



### Office

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### Education

J.D., South Texas College of Law,  
Houston, Texas, 1991

B.S., Texas A&M University, Corpus  
Christi, Texas, 1987

### State Bar Licenses

Texas

### Court Admissions

U.S. Supreme Court

U.S. Court of Appeals, 5th Circuit

U.S. District Ct., N.D. of Texas

U.S. District Ct., E.D. of Texas

U.S. District Ct., W.D. of Texas