



Laurie R. Jones, Esq., SPHR
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Professional Experience:

Co-Founder, Co-Owner/ President & CEO: Employment Practices Solutions, Inc., (formerly InterActive Training Solutions)
Southlake, Texas,
April 2002 – present
Co-Owner/Vice President 2000-2002
Co-Owner/Senior Consultant
May 1996 - January 2000

American Financial Alternatives, Inc., Southlake, Texas
Consultant: May 1996 - 2000

Utilize expertise in labor and employment law to provide training, consultation, investigation services, and expert testimony to clients of EPS and AFA. 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 frequent source for the media.

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.

**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.

**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 and Certifications

Certified Senior Professional in Human Resources by Human Resource Certification Institute, December 2002

Law School: University of Virginia, Juris Doctor, May 1990

Undergraduate: James Madison University, Bachelor of Science in Political Science, May 1987; Minors in Paralegal Studies and Psychology
Awards and Activities: Magna cum Laude, Honor Council President

Professional Associations and Select Publications:

Society for Human Resources Management, 2002 to present

Westchester Human Resource Management Association, 2003 to 2005

Southern Connecticut Chapter of SHRM, 2003 to present

Dallas Human Resource Management Association, Inc., 1999 to 2004

Labor and Employment Law Sections of the Texas and American Bar Associations, 1990 to present.

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.

Co-Author, *Prevent Workplace Harassment: Proven Policies That Keep Your Company Out Of Court* (EPS, 1998; Aspen Publishing 2002)

Co-Developer of RealSolutions™ eTraining: *Sexual Harassment Prevention for Managers, Sexual Harassment Sensitivity Training for Employees, and Preventing and Addressing Workplace Violence.*

Co-Developer of RealSolutions™ training videos: *RealSolutions™: Preventing Sexual Harassment in the Workplace – Employee Sensitivity Version* and *RealSolutions™: Preventing Sexual Harassment in the Workplace – Management Issues Version.* Featured presenter in Management Version.

Expert Witness Designations for
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Mary J. Hofacker, et al v. EMC Corporation, et al, Cause No. 199-2522-05, in the District Court of Collin County, Texas, 199th Judicial District, on behalf of Defendant. Designated and report rendered July 2006. Sex discrimination, retaliation, and negligent retention and supervision.

Patricia Lahar v. Oakland County, Civil Action No. 05-CV-72920, in the United States District Court, Eastern District of Michigan, Southern Division, on behalf of the Defendant. Designated and report rendered June 2006. Retaliation.

Ava-Gail Jagroop v. Island Finance Virgin Islands, Inc., et al, Case No. 2000/188, in the District court of the Virgin Islands, Division of St. Croix, on behalf of Plaintiff. Designated and report rendered February 2005; deposed November 2005. Wrongful discharge (public policy) and sex discrimination.

Name Confidential per Protective Order v. Verizon Sales Directories Corp., Verizon Information Services, Inc., and Thomas Toye, No. 2003-CI-07455, In the District Court, 225th Judicial District Bexar County, Texas, on behalf of Defendant Verizon Sales Directories Corp. Designated May 2004; report rendered May 2004; deposed January 2005. Negligent investigation and defamation.

Maria Loera v. National Railroad Passenger Corp. (Amtrak), No. 02-C-0736, United States District Court Northern District of Illinois, Eastern Division, on behalf of Defendant. Designated March 2004; report rendered March 2004; deposed April 2004. Sexual harassment prevention and correction.

Lori Pierson v. Pechiney Rolled Product, L.L.C. et al, C.A. No. 00-C-116, Circuit Court of Jackson County, West Virginia, on behalf of Defendant. Designated December 2002; deposed. Retaliation; investigation.

Latoya Ball v. Sierra Management, Inc., et al, C.A. No. 352-183174-00, District Court of Tarrant County, Texas, on behalf of Defendant, Sierra Management. Designated June 2002. Negligent hiring and supervision.

Steven Tonsi v. Dell USA Corp. et al, C.A. No. GN-000853, 353rd District Court of Travis County, Texas, on behalf of Plaintiff. Designated November 2001; deposed and testified. Retaliation, wrongful termination and negligent investigation.

Nichelle Rodgers v. Apple South, Inc. (Applebee's Restaurant), C.A. No. 3-98CV-488-H, in the United States District Court for the Western District of Kentucky, Louisville Division, on behalf of Defendant. Designated December 1999; report rendered

December 1999. Race discrimination and retaliation; Defendant's Motion for Summary Judgment granted.

Cohn, et al. v. Kvaerner Process, C.A. No. H-98-4050, in the United States District Court for the Southern District of Texas, Houston Division, on behalf of Defendant. Designated July 1999; report rendered August 1999. Sexual harassment prevention and correction.

Delia Garcia v. Sam Kane Beef Processors, Inc., et al, C.A. No. C-98-455, in the United States District Court for the Southern District of Texas, Corpus Christi Division, on behalf of Defendant. Designated July, 1999; report rendered August 1999. Sexual harassment prevention and correction.

Barbara Sherard v. AMF Bowling, Inc. and Randy Lawson, C.A. No. 96-5043-E, 148th District Court, Nueces County, Texas, on behalf of Plaintiff. Deposition taken by Defendant, May 1999. Sexual harassment.

Tyler, et al. v. Union Oil, C.A. No. MO-98-CA-041, United States District Court for the Western District of Texas, Midland Western Division, designated on behalf of Defendant, March 18, 1999. Age discrimination class action. Report rendered September 1999. Co-designees: Amy Jacobs and DeDe Wilburn.

Vasquez v. The University of Texas Health Science Center at San Antonio, et al., No. SA 97 CA 1185; in the United States District Court for the Western District of Texas, San Antonio Division. On behalf of Defendant. Designated January 25, 1999. Sexual harassment prevention and correction. Co-designees: Katherine Martinez-Vitela and Pamela Fagan.

Paula Cockerill v. Eckerd Corporation, C.A. No. A-98-CA-146SS, U.S. District Court for the Western District of Texas, Austin Division, on behalf of Defendant. Report submitted, November 1998. Sexual harassment. Defendant's Motion for Summary Judgment granted.

Charles A. Calderwood v. The Equitable Life Assurance Society of the United States and William Green, National Association of Securities Dealers, Inc. Arbitration, San Francisco, CA. on behalf of Respondents. Report submitted, September 1998. Negligent Investigation (sexual harassment).