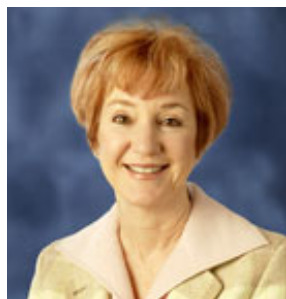


Bennee B. Jones



Partner

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PRACTICE AREAS

Labor/Employment

EDUCATION

JD, 1986, distinction, St. Mary's University; St. Mary's Law Journal, Note and Comment Editor; American Jurisprudence Award in Creditors Rights; Harlan Society; Who's Who Among American Students in American Universities and Colleges; Who's Who Among American Law Students; Brackenridge Law Foundation Scholarship, Recipient; Womens Law Association Scholarship, Recipient; Octanfinalist Freshman Moot Court (July 1986); Phi Delta Phi

MA, *cum laude* (GPA 4.0), English (Minor German), Southwest Texas State University
BA, *cum laude* (1/663 class standing), English (Minor German), Southwest Texas State University, Graduate Teaching Assistant, English Department, Honor Societies: Alpha Pi (Academic Achievement), Sigma Tau Delta (English), Delta Phi Alpha (German), Kappa Delta Pi (Education), Alpha Delta Pi (Social)

ADMITTED

Texas 1986

Bennee is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization. Her practice includes multi-state litigation, including class actions, defending employers against employment-related claims under Title VII and state employment rights laws; age discrimination under the Age Discrimination in Employment Act and state age discrimination laws; retaliation under the Texas Workers Compensation Act; violations of ERISA; violations of the Americans with Disabilities Act and state disability discrimination laws; and violations of the Fair Labor Standards Act and state wage and hour laws.

Bennee also represents employers in litigation and disputes involving unemployment compensation; wrongful discharge; constructive discharge; breach of employment contract; torts relating to the employment relationship such as defamation, interference with contract and with business relations, negligent hiring and supervision; and breach of non-compete and confidentiality agreements in various business contexts. She has successfully defended lawsuits brought not only by individuals, but also by governmental agencies, including the EEOC.

Bennee's multi-state and international practice also emphasizes proactive employment law counseling to help her clients avoid litigation and workplace disputes. She prepares non-compete, non-solicitation, and confidentiality agreements; prepares employee, consultant, and independent contractor agreements; and develops personnel policies, procedures, and handbooks. Bennee advises employers concerning appropriate personnel actions and effective compliance with federal, state, and various international employment-related laws, represents them in responses to administrative enforcement agencies such as EEOC on-site investigations, DOL wage and hour audits and OSHA audits/citations and develops sexual harassment prevention and other training programs to help supervisory and non-supervisory personnel understand and comply with the law. Finally, Bennee works with employers on a variety of human resources concerns, such as preparing employment and severance agreements, developing risk analysis and audit programs, advising on reductions-in-force, and advising on and preparing employment-related provisions in purchase, sale and merger transactions, related due diligence, and WARN.

Bennee also has complex litigation and class action experience and she represents clients in select non-employment litigation.

Bennee B. Jones

ARTICLES/PUBLICATIONS

- Published Opinion: In re the Application of the United States for an Order Authorizing the Roving Interception of Oral Communications 349 F. 3d 1132, 9th Circuit (2003)
- "Maximizing Benefit and Minimizing Liability - Workforce Alternatives" Corporate Counsel Review (May 2002)
- Published Opinion: Best Intern., U.S.A. v. Tucker and Clark NO. CIV. 399CV1556BC, 2001 WL 406207 (April 19, 2001)
- Published Opinion: Migis v. Pearle Vision, Inc. 135 F. 3d 1041, 5th Circuit (1998)
- Published Opinion: In the Matter of the Estate of James B. McGrew 906 S.W. 2d 53, Tex. App. Tyler (1995)

Editor - Andrews Kurth Employer Alert

BRIEFINGS, SEMINARS & SPEECHES

Presenter and Author - "What to Do When the Whistle Blows: Practical Tips for Handling Whistleblower Complaints," Executive Women's Retreat (October 2006).

Presenter and Author - "Labor and Employment Update: An Overview of Title VII Retaliation, Texas Non-Compete Law, Independent Contractor vs. Employee Status, Fair Labor Standards Act, and Electronic Discovery," The Women President's Organization (September 2006).

Presenter and Co-author - "Let There Be Light: An Overview of Texas Non-Compete Law", The University of Houston Employer-Side Employment Law CLE (December 2005).

PROFESSIONAL/CIVIC AFFILIATIONS

Member

- Dallas Women Lawyers Association, Board of Directors (1991-1992)
- University of Dallas, Graduate School of Management, Human Resources Advisory Board (1996-1999)
- Dallas Bar Association
 - Chair of Employment Law Section Mediation Volunteer Program (2002-2006)
 - Immediate Past Chair of Section (2000)
 - Chair of Section (1999)
 - Vice-Chair of Section (1998)
 - Secretary of Section (1997)
 - Treasurer of Section (1996)
 - Council Member of Section (1995)
- State Bar of Texas

LANGUAGES

German

Bennee B. Jones

- College of the State Bar of Texas
- Bar Association of the Fifth Federal Circuit

Certified - Texas Board of Legal Specialization, Board Certified, Labor and Employment Law

HEADLINE NEWS

- Andrews & Kurth Expands Labor and Employment Practice (September 6, 2000)

CLIENT ALERTS

- Texas Supreme Court Opens Door to Enforcement of Non-competition Covenants (November 1, 2006)