

KELLY HART

ATTORNEYS AT LAW

LINDSEY B. HARMON Associate

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Fort Worth



BIOGRAPHY

Lindsey Harmon's practice focuses primarily on labor and employment-related legal matters. Ms. Harmon advises and represents employers in matters involving a variety of federal and state laws, including the Fair Labor Standards Act, Title VII, American with Disabilities Act, and Family and Medical Leave Act.

Ms. Harmon counsels clients on employment practices and policies designed to avoid potential problems and minimize risks including discrimination, harassment, and retaliation issues; wrongful termination; family leave; wage and hour; covenants not to compete; confidentiality and trade secrets; employment agreements; executive compensation; data privacy; and whistleblower issues.

Prior to joining the firm, Ms. Harmon was the Legal Employment Director at Discovery, Inc.

EXPERIENCE AND HIGHLIGHTS

- Provided counsel on executive compensation, reductions in force, WARN, OFCCP compliance, acquisitions, background screening, wage & hour compliance, noncompete and severance agreements, leaves of absence, accommodations, COVID-19, employee discipline/terminations, and data privacy
- Negotiated, drafted, and managed employment agreements for executives at a Fortune 500 company and its affiliated entities in the United States and Latin America
- Conducted and directed internal investigations
- Negotiated settlements on pre-litigation disputes
- Represented organizations in labor and employment litigation matters, including class actions, collective actions, employment discrimination and retaliation complaints, labor arbitrations, and appeals
- Counseled clients on EEO policies, employment agreements, non-compete agreements, employee terminations, severance agreements, and employment issues related to mergers and acquisitions

AFFILIATIONS AND HONORS

AFFILIATIONS

- Tarrant County Bar Association
- Dallas Bar Association

EDUCATION

- Baylor University School of Law, J.D., *cum laude*, 2009
 - Law Review, Alumni Relations Editor
 - Moot Court Society
 - President
 - Order of the Barristers
 - Top 10 Speaker
 - First Amendment Moot Court Competition
- University of Texas, B.A., honors, 2006

ADMISSIONS

- State Bar of Texas, 2009
- U.S. Court of Appeals, Fifth Circuit
- U.S. District Court for the Northern District of Texas
- U.S. District Court for the Western District of Texas
- U.S. District Court for the Eastern District of Texas