



## Jennifer L. Anderson

Shareholder

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Jennifer Anderson is an employment litigator focusing on wage and hour compliance and litigation, having represented employers in more than 200 Fair Labor Standards Act cases, including more than 60 class and/or collective actions.

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Ms. Anderson represents publicly traded and private companies in a variety of industries, including banking, financial services, and health care. She has particular experience advising and defending energy clients, including oil and gas drilling and production-related services companies.

Ms. Anderson also defends employers and management before state and federal administrative bodies such as the Equal Employment Opportunity Commission (EEOC) and U.S. Department of Labor (DOL). She serves as lead counsel in the arbitration and litigation of labor and employment disputes at the trial and appeal levels under Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act, the Family and Medical Leave Act (FMLA), and similar state and federal laws governing employment discrimination, harassment, and retaliation. Her litigation experience also includes representing employers in breach of contract, non-competition, non-solicitation, and employment-related tort claims.

Ms. Anderson regularly counsels clients on compliance with labor and employment laws and on the development and administration of sound policies and practices to minimize disputes and litigation. She drafts and enforces non-competition and non-solicitation agreements and provides day-to-day advice regarding the handling of personnel matters. She provides customized employer training programs to educate business leaders, human resources professionals, and managers on legal considerations and best practices, and speaks and writes publicly on many aspects of labor and employment law.

### Representative Matters

- Obtained a permanent injunction and monetary damages for a regional bank in an arbitration to enforce its former investment advisor's restrictive covenant.
- Obtained summary judgment on behalf of a management services company in an ADA lawsuit brought by a former employee alleging she was terminated because of her association with her disabled child.
- Managed an audit team which used the Firm's proprietary FLSA Audit Portal to conduct an internal classification audit and work with the DOL on a contemporaneous external audit for a 15,000-employee client. The two-phased internal audit involved more than 450 managerial interviews and more than 500 position evaluations. The DOL accepted and relied upon our internal audit findings for 90 percent of the positions under its audit. Baker Donelson also provided guidance to the company on potential job duties restructuring to qualify certain positions for exemption, assisted in back-pay calculations, and advised on reclassification of the positions.
- Won summary judgment for a global products manufacturer in a federal lawsuit by an employee alleging employment discrimination, harassment, and retaliation. The United States Court of Appeals for the Fifth Circuit subsequently affirmed the judgment.
- Successfully defended an offshore drilling company against a race discrimination claim during trial in the U.S. Bankruptcy Court for the Southern District of Houston.



## Professional Honors & Activities

- Listed in *Chambers USA* as a leading Labor & Employment lawyer in Louisiana since 2007
- Selected to Louisiana Super Lawyers, Employment & Labor (since 2009)
- AV<sup>®</sup> Preeminent<sup>™</sup> Peer Review Rated by Martindale-Hubbell
- Named the Best Lawyers<sup>®</sup> 2024 Labor Law - Management "Lawyer of the Year" in Baton Rouge
- Listed in *The Best Lawyers in America*<sup>®</sup> in the areas of Employment Law – Management and Labor Law – Management (2019 – 2025); Litigation - Labor and Employment (2021 – 2025)
- Named to *Greater Baton Rouge Business Report's* "The Capital Region 500" (2023)
- Listed in BTI Consulting Group's *Client Service All-Stars for Law Firms* (2023)
- Co-editor – *Louisiana Employment Law Letter*, Employers Counsel Network (2000 – 2019)
- Member – Louisiana State Bar Association
- Member – State Bar of Texas



## Civic Appointments

- Board of Directors – Cat Haven, Inc.
- Advisory Board – Louisiana State University, Louisiana Sea Grant Law & Policy Program
- Magnolia Community Services
  - Governor Emeritus (2017 – present)
  - Board of Governors (2002 – 2016)
  - Chairperson (2006 – 2008)



## Publications

- "Non-Competes Still Play but Employers Need to Keep Their Eye on the Ball" (August 2024)
- "Trust, but Verify: The Power of Audits to Protect Your Competitive Edge as Non-Compete Ban Looms," republished in *Corporate Compliance Insights* (August 2024)
- "All Eyes on Pennsylvania Federal Court After Texas Court Issues Limited Injunction Against FTC Non-Compete Ban," republished in *Texas Lawyer* (July 2024)
- "Another Day, Another Dollar but Still No Salary: Supreme Court Draws Bright Line," republished March 7, 2023, in *Texas Lawyer* (February 2023)
- "Collaborative Compliance: Tax and Employment – Old Issues, New Lens," republished January 5, 2022, in *Texas Lawyer* (December 2021)
- "OSHA Issues Guidelines for Oil and Gas Industry Workers and Employers," republished in *Texas Lawyer* (July 2020)
- Quoted – "Equal Pay, Gender Discrimination Complaints on the Rise in Louisiana," *Greater Baton Rouge Business Report* (December 2019)
- "U.S. Supreme Court Holds California Wage-and-Hour Law Inapplicable to Offshore Workers Under OCSLA," IEL's Oil & Gas E-Report (June 2019)
- "Department of Labor Proposes Increasing Minimum Exempt Pay Levels," *Labor & Employment Client Alert* (March 2019)
- "Court Tosses Case Filed by Employee Fired Over Anti-LGBT Facebook Rant," *Louisiana Employment Law Letter* (February 2018)
- "Plug Pulled on ADA, FMLA Cases, But Only After a Long Slog Through the Courts," *Louisiana Employment Law Letter* (June 2017)
- Co-author – "DOL Goes for Round Two in Battle Over Salary Hike," *Labor & Employment Client Alert* (December 2016)
- Co-author – "Obama Appointee Trumps Implementation of DOL's Salary Hike," *Labor & Employment Client Alert* (November 2016)
- "Crisis Management: Weathering the Storm," *Disaster Preparedness & Recovery Client Alert* (September 2016)

- Co-author – "Louisiana: Employee's Race, National Origin Claims Survive Despite Dishonesty," *Louisiana Employment Law Letter* (October 2015)
- "What Independent Contractors and Dodo Birds May Soon Have in Common," *Labor & Employment Client Alert* (July 2015)
- Co-author – "Louisiana Radio Station Can't Shake Off Age Discrimination Claim," *Louisiana Employment Law Letter* (May 2015)
- Co-author – "Louisiana Court Gives College a Lesson in Discrimination," *Louisiana Employment Law Letter* (March 2015)
- Co-author – "Bad Apples 101: Dealing with Difficult Employees," *Louisiana Employment Law Letter* (August 2014)
- Co-author – "Sex, Drinking, and Jury Duty: Fired for Unprofessional Conduct," *Louisiana Employment Law Letter* (August 2014)
- "Federal Contractor Minimum Wage Hike Imminent," *Labor & Employment Client Alert* (June 2014)
- "DOL's Expansion of Overtime Pay – Update," *Labor & Employment Client Alert* (June 2014)
- "Obama Will Move to Expand Overtime Pay, Narrow FLSA Exemptions," *Labor & Employment Client Alert* (March 2014)



## Speaking Engagements

- "The Great Workplace Transformation: New Thoughts on Policies, Pay, and Prevention" (November 2022)
- Presenter – "Families First Coronavirus Response Act and COVID-19 Town Hall Q&A," Louisiana Financial Executive Group (April 2020)
- Presenter – "Navigating and Understanding New Labor Laws for COVID-19," Tech Park Academy webinar (April 2020)
- Presenter – "Ten Litigation Catastrophes Employers Can Avoid," Baker Donelson Labor & Employment Seminar "The Inside Scoop: Understanding and Reducing Legal Risks in the Workplace" (December 2019)
- Moderator – "Navigating Executive Leadership Transitions: A North American Perspective," Employment Law Alliance Webinar (July 10, 2019)



## Webinars

- A Deeper Dive on Your Most Pressing Wage & Hour Questions (July 2023)
- Lessons from a \$22M Overtime Verdict: Top 10 FLSA Violations Employers Can Prevent (June 2023)
- Remote Workers: Updates on Tax and Employment Issues (December 2021)
- COVID-19 Legislation, Regulation, and Remote Workers – The Rapidly Evolving State Tax and Human Resource Requirements for a Business (March 2021)



## Education

- Louisiana State University Paul M. Hebert Law Center, J.D., 1995
- Louisiana State University in Shreveport, B.A., 1990



## Admissions

- Louisiana
- Texas
- U.S. Supreme Court
- U.S. Court of Appeals for the Fifth and Eleventh Circuits
- U.S. District Court for the District of Colorado
- U.S. District Court for the Eastern, Middle and Western Districts of Louisiana
- U.S. District Courts for the Eastern, Northern, Southern and Western Districts of Texas

- U.S. District Court for the District of New Mexico