



## Brooke Bahlinger Caruso\*

Associate

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Brooke Caruso is a Labor & Employment associate located in the Firm's Baton Rouge office.

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Brooke Caruso represents employers in a wide range of employment and labor matters, including litigation, internal investigations, day-to-day workplace counseling, and mergers and acquisitions.

Ms. Caruso has experience defending employers in discrimination, retaliation, and harassment claims, as well as wage and hour, trade secret, and restrictive covenant matters. Her practice spans all stages of litigation, including pleadings, discovery, mediation, trial, and appeal. She regularly prepares employees and executives, including C-suite leaders, for depositions and trial, maintains an active trial docket, and advises clients on business-focused solutions. Ms. Caruso also supports clients in mergers and acquisitions by conducting labor and employment diligence and representing their interests with representations and warranties insurance (RWI) insurers.

She frequently represents employers before federal and state agencies, including the Equal Employment Opportunity Commission, U.S. Department of Labor, and National Labor Relations Board (NLRB). Ms. Caruso also conducts internal investigations reporting directly to executive leadership and advises clients on workforce management issues, including terminations, hiring and layoffs, handbooks, accommodations, OSHA compliance, and severance agreements.

### Representative Matters

- Represented numerous companies in litigation and EEOC charges filed by former employees alleging race, disability, FMLA, age, religion, sex, and national origin discrimination, as well as harassment and retaliation.
- Prevailed on summary judgment in the defense of national origin and race discrimination claims for staffing business.
- Successfully defended a non-subscriber company in a five-day jury trial against claims for negligence, loss of consortium, and loss of household services.
- Prevailed on summary judgment in the defense of five constitutional law claims for a health care provider.
- Prosecuted and defended temporary restraining order and temporary injunction proceedings, primarily focusing on trade secret misappropriation.
- Represented numerous companies in matters related to collective bargaining, union organizing campaigns, NLRB proceedings, and compliance with the National Labor Relations Act.

### Professional Honors & Activities

- Member – Dallas Association of Young Lawyers
  - 2020 Leadership Class
- Member – Dallas Women Lawyers Association, Mentoring Circles
- Member – STEER Mentoring Program
- Committee Member – Women's Mentoring Circles
- Selected to Texas Rising Stars by Super Lawyers for Employment & Labor (2025)



## Publications

- Co-author – "Employer Tips as DOL Shifts Away From Liquidated Damages," *Law360* (August 2025)
- Co-author – "How Employers Can Navigate NLRB's Pro-Employee Shift," *Law360* (October 2023)
- Co-author – "No Lag: Ensuring Labor and Employment Compliance in the Esports Industry," *Texas Lawyer* (August 2022)
- Co-author – "Mediation Preparation Fundamentals," Lexis Practical Guidance (April 2022)
- Author – "Overcoming the Surge: How *Clark v. City of Seattle* Highlights the Conflicts Between Federal, State, and Local Labor Laws," *79 Louisiana Law Review* 840 (2019)



## Speaking Engagements

- Presenter – "Healthcare Workers and Vaccine Mandates: Navigating the Evolving Landscape, Implementing and Enforcing Compliance," Strafford Webinar (March 2022)



## Education

- Paul M. Hebert Law Center, Louisiana State University, J.D., 2019, magna cum laude
  - Senior Editor – *Louisiana Law Review*
- Centenary College of Louisiana, B.A., 2015, summa cum laude



## Admissions

- Texas, 2019
- U.S. District Court for the Northern District of Texas
- U.S. District Court for the Southern District of Texas
- U.S. District Court for the Western District of Texas
- U.S. District Court for the Eastern District of Texas

\* Baker Donelson professional admitted to the practice of law in Texas; Louisiana Bar application pending.