

*Partner*

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**Practice Areas**

Labor & Employment

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**Bar Admissions**

Louisiana, 1995  
Texas, 2005

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**Education**

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

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As a partner in the firm's Labor & Employment Practice Group, Jennifer Anderson defends employers in civil rights and other employment-related litigation, including litigation under Title VII, the Americans with Disabilities Act, the Family and Medical Leave Act, the Age Discrimination in Employment Act, the Fair Labor Standards Act, and their state law counterparts. Ms. Anderson also represents employers involved in administrative proceedings before the EEOC and similar state agencies.

Ms. Anderson devotes a large part of her practice to counseling employers on the development and administration of sound policies and practices to minimize exposure to litigation, and training management-level employees on various aspects of labor and employment law. Ms. Anderson speaks frequently at seminars designed for employers and management concerning these and other aspects of labor and employment law, and she is an Associate Editor of the *Louisiana Employment Law Letter*. Additionally, Ms. Anderson serves as a contributor to *The Forum* weekly news publication, providing readers with updates on labor and employment law and the subsequent effects on businesses.

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**Noteworthy**

- Recognized in "*Chambers USA – America's Leading Lawyers for Business*" in the area of Labor & Employment (annually since 2007)
- **AV® Peer Review Rating in Martindale-Hubbell.** *CV, BV and AV are registered certification marks of Reed Elsevier Properties Inc., used in accordance with the Martindale-Hubbell certification procedures, standards and policies. Martindale-Hubbell is the facilitator of a peer review rating process. Ratings reflect the confidential opinions of members of the Bar and the Judiciary. Martindale-Hubbell Ratings fall into two categories—legal ability and general ethical standards.*

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## Presentations

- "Supervisors Biased? Handling Investigative Reports from the Field"  
12th Annual Advanced Employment Issues Symposium, Las Vegas, Nevada, November 8, 2007
- "ADA Master Class"  
New Orleans, Louisiana, October 2007
- Advanced Employment Issues Symposium  
Las Vegas, Nevada, November 10, 2004
- Certificate in HR Management  
Council on Education in Management, January 2004
- Certificate in Employment Law  
Council on Education in Management, November 2003
- "Personnel Law Update 2003"  
Council on Education in Management, July 16, 2003
- "Certificate for HR Professionals"  
Council on Education in Management, April 2003

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## Publications

- "Cyber Policies: Social Networking Sites Could Jeopardize Employment"  
*The Forum*, April 29, 2008
- "FMLA: Labor Department Releases Revisions"  
*The Forum*, March 19, 2008
- "2007 Regular Session of the Louisiana Legislature Begins"  
*Louisiana Employment Law Letter*, Vol. 16, No. 2, May 2007
- "Disaster Preparedness and Response: an Experienced Employer's Checklist"  
*Louisiana Employment Law Letter*, Vol. 15, No. 3, June 2006
- "New Orleans Law Firm Survives Katrina, Helps Stricken Clients"  
*Best Practices in HR*, Business and Legal Reports, Inc., Issue 802, December 3, 2005
- "Disaster Recovery FAQs for Employers"  
*Louisiana Employment Law Letter*, Vol. 14, No. 7, October 2005
- "Weathering the Storm: Katrina's Lessons on Crisis Management for Employers"  
*Louisiana Employment Law Letter*, September 2005
- "How to Deal with Workplace Gossip, Among Other Things"

- Louisiana Employment Law Letter*, August 2005
- "Mind Over Matter: Questions About Intellectual Disabilities"  
*Louisiana Employment Law Letter*, April 2005
  - "Same Benefits for John and Harry as John and Mary?"  
*Louisiana Employment Law Letter*, March 2005
  - "It's Family and Medical Leave Act, not Friendly Medical Leave Act"  
*Louisiana Employment Law Letter*, February 2005
  - "Sarbanes Oxley: lessons for private employers"  
*Louisiana Employment Law Letter*, December 2004
  - "2004 hurricane season: when Mother Nature disrupts your workplace"  
*Louisiana Employment Law Letter*, Vol. 13, No. 7, October 2004
  - "Take this job and shove it!"  
*Louisiana Employment Law Letter*, Vol. 13, No. 6, September 2004
  - "A marriage made in heaven, modified on earth and stuck in purgatory"  
*Louisiana Employment Law Letter*, Vol. 13, No. 5, August 2004
  - "What all the king's men (and women) decided – 2004 legislative session in review"  
*Louisiana Employment Law Letter*, Vol. 13, No. 4, July 2004
  - "Court calls of phone company employee's claim"  
*Louisiana Employment Law Letter*, Vol. 13, No. 3, June 2004
  - "All the king's men (and women) – Louisiana Legislature back in session"  
*Louisiana Employment Law Letter*, Vol. 13, No. 2, May 2004
  - "Help – my employee has fallen and I can't answer this question!"  
*Louisiana Employment Law Letter*, Vol. 13, No. 1, April 2004
  - "'Passion' in the workplace: religious accommodations"  
*Louisiana Employment Law Letter*, Vol. 12, No. 12, March 2004
  - "Complying with disability discrimination law without 'going postal'"  
*Louisiana Employment Law Letter*, Vol. 12, No. 11, February 2004
  - "What you need to know about short- and long-term disability benefits"  
*Louisiana Employment Law Letter*, Vol. 12, No. 10, January 2004
  - "It's tough being the boss"  
*Louisiana Employment Law Letter*, Vol. 12, No. 9, December 2003
  - "Cashier claims shortchanged by employer"  
*Louisiana Employment Law Letter*, Vol. 12, No. 8, November 2003
  - "You've got questions? We've got answers!"  
*Louisiana Employment Law Letter*, Vol. 12, No. 7, October 2003
  - "You can apply, but we're nonunion and we'll stay that way"  
*Louisiana Employment Law Letter*, Vol. 12, No. 6, September 2003

- "ADA and FMLA keep courts busy"  
*Louisiana Employment Law Letter*, Vol. 12, No. 5, August 2003
- "2003 legislative developments easy to swallow for employers"  
*Louisiana Employment Law Letter*, Vol. 12, No. 4, July 2003
- "Raising more than minimum wage: High court hears debate over wage hike"  
*Louisiana Employment Law Letter*, Vol. 12, No. 3, June 2003
- "What's Cooking with the Louisiana Legislature?"  
*Louisiana Employment Law Letter*, Vol. 12, No. 2, May 2003
- "Pianist gets bad reviews for performance"  
*Louisiana Employment Law Letter*, Vol. 12, No. 1, April 2003
- "Reality ER: Physician with Hepatitis C Sues Hospital Under ADA"  
*Louisiana Employment Law Letter*, Vol. 11, No. 12, March 2003
- "Cyberslander: Employee's email lands him and his employer in court"  
*Louisiana Employment Law Letter*, Vol. 11, No. 11, February 2003
- "Louisiana federal court to host nationwide wage and hour collective action"  
*Louisiana Employment Law Letter*, Vol. 11, No. 10, January 2003
- "Age-related comments muddy waters of otherwise textbook termination"  
*Louisiana Employment Law Letter*, Vol. 11, No. 9, December 2002
- "Separating winners from losers when drafting separation agreements"  
*Louisiana Employment Law Letter*, Vol. 11, No. 8, November 2002
- "Taking the 'medical' out of the Family and Medical Leave Act"  
*Louisiana Employment Law Letter*, Vol. 11, No. 7, October 2002
- "It's not just about sex anymore"  
*Louisiana Employment Law Letter*, Vol. 11, No. 6, September 2002
- "How well do you know your employees?"  
*Louisiana Employment Law Letter*, Vol. 11, No. 5, August 2002
- "Supreme Court rejects 'Catch-22' ADA ruling"  
*Louisiana Employment Law Letter*, Vol. 11, No. 4, July 2002
- "Raising more than minimum wage: High court hears debate over wage hike"  
*Louisiana Employment Law Letter*, Vol. 11, No. 3, June 2002
- "Close the door, turn the lock, and throw away the key"  
*Louisiana Employment Law Letter*, Vol. 11, No. 2, May 2002
- "Firing 'tips': Inconsistency and poor documentation send employer to trial"  
*Louisiana Employment Law Letter*, Vol. 11, No. 1, April 2002
- "Special legislative session to provide opportunity to amend law on

noncompetes"

*Louisiana Employment Law Letter*, Vol. 10, No. 12, March 2002

- "The double whammie: employee presses his luck"

*Louisiana Employment Law Letter*, Vol. 10, No. 11, February 2002

- "When it comes to retaliation, timing is everything"

*Louisiana Employment Law Letter*, Vol. 10, No. 10, January 2002

- "Court's decision is a bitter pill for nurse who got caught 'playing doctor'"

*Louisiana Employment Law Letter*, Vol. 10, No. 9, December 2001

- "Weakest link: no connection between sexual harassment complaints and job loss"

*Louisiana Employment Law Letter*, Vol. 10, No. 8, November 2001

- "Trick or treat? How treats turned into nightmarish trick on employer"

*Louisiana Employment Law Letter*, Vol. 10, No. 7, October 2001

- "Employer gets egg on its face from protecting golden goose"

*Louisiana Employment Law Letter*, Vol. 10, No. 6, September 2001

- "Taking the 'non' out of noncompete agreements?"

*Louisiana Employment Law Letter*, Vol. 10, No. 5, August 2001

- "Winnas and loozas: Louisiana Legislature ends on good note for employers"

*Louisiana Employment Law Letter*, Vol. 10, No. 4, July 2001

- "A tale of two houses: 2001 legislative session continues"

*Louisiana Employment Law Letter*, Vol. 10, No. 3, June 2001

- "A tale of two houses: lawmakers back to work"

*Louisiana Employment Law Letter*, Vol. 10, No. 2, May 2001

- "What you don't know can hurt you"

*Louisiana Employment Law Letter*, Vol. 10, No. 1, April 2001

- "Hands off your employees!"

*Louisiana Employment Law Letter*, Vol. 9, No. 12, March 2001

- The Law of Leisure, "Time Off From Work: Legal Rights and Obligations"  
*The Complete Lawyer*, American Bar Association, Vol. 16, No. 3, April 1, 1999

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## Memberships

- American Bar Association (Member, Section on Labor and Employment Law)
- Federal Bar Association
- Louisiana State Bar Association

### **Court Admissions**

U.S. Supreme Court, 2005  
5th Cir., 1995  
E.D. La., 1995  
M.D. La., 1995  
W.D. La., 1995

