



## Molly Jones

### **PARTNER**

Dallas

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Molly Jones began her legal career working for an international law firm ranked on the Am Law 100 list. Although she has experience in a wide range of employment matters, Molly has developed a focus on the issues arising under the Family and Medical Leave Act and the Fair Labor Standards Act. She represents employers in discrimination, retaliation, and harassment claims in court, arbitration, and before administrative agencies and litigates cases involving restrictive covenants. In addition, she routinely counsels businesses on employment policies, handbooks, disciplinary, and leave issues and drafts employment-related agreements. Molly is certified by the Texas Board of Legal Specialization in Labor and Employment Law.

### **Articles**

- Co-authored “Healthy Caution Advisable in Designing Wellness Plan, Given New Scrutiny of Medical Exams and Inquiries Under ADA, HIPAA, and ACA,” Bloomberg BNA (July 27, 2015)
- “EEOC Targets Employers’ Waiver and Release Agreements,” HR.BLR.com (August 21, 2014)

### **Speeches**

- Co-Speaker, “Settlement Agreements and Potential Challenges to Fully Resolving Employment Disputes,” ACC’s Annual In-House Symposium (April 27, 2018)
- Co-Speaker, “Who’s Your Employer? A Review of Alternative Employment Arrangements,” SouthWest Benefits Association’s 28th Annual Benefits Compliance Conference (November 2, 2017)
- “Fired Over Facebook: Social Media and Employment Law Pitfalls” (October 25, 2016)
- “Clearing the Smoke: Marijuana in the Workplace” (May 19, 2016)

### **Representative Matters**

- Handling restrictive covenant disputes and lawsuits.
- Representing companies in Title VII, ADA, ADEA, FMLA, FLSA, and state law tort claims.
- Assisting employers with charges filed by employees with administrative agencies.
- Conducting investigations for employers involved in internal complaints.
- Drafting employment-related agreements.
- Administering training for supervisory employees.



**All Practice Areas**

- Labor and Employment Litigation

**Awards & Honors**

- Best Lawyers in Dallas, *D Magazine* (2024)
- Texas Rising Star, Super Lawyers (2019-20)

**Education**

- Georgia State University College of Law (J.D., magna cum laude, 2009)
- University of Wyoming (M.A., English Literature, 2004)
- University of North Dakota (B.A., English, summa cum laude, 2002)

**Admissions & Special Designations**

- Georgia
- Texas
- Board Certified by Texas Board of Legal Specialization in Labor and Employment Law