



Laura E. Carlisle

Shareholder

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Laura Carlisle is a commercial litigator with a practice focusing on labor and employment, construction, and affordable housing and related business disputes.

Ms. Carlisle has extensive experience defending clients in matters across the country related to corporate entity disputes and claims of breach of fiduciary duty, non-compete and non-solicitation agreements, trade secret misappropriation, and claims of unfair and deceptive trade practices. Ms. Carlisle also has a broad range of experience representing clients in connection with general construction litigation as well as in matters involving claims of professional negligence.

Ms. Carlisle's employment experience includes defending national, regional and local employers against state and federal wage claims, alleged FLSA violations, federal and state discrimination and harassment allegations, retaliation and other policy violations. She also counsels employers on independent contractor issues, personnel and workplace policies, FMLA and ADA compliance, covenants not to compete, confidentiality agreements, non-disparagement clauses, employment and severance agreements, executive compensation, and wage and hour issues.

Ms. Carlisle regularly appears before courts both inside and outside Louisiana, as well as the United States Court of Appeal for the Fifth Circuit. She also appears regularly before the EEOC, and she has appeared before the Society of Louisiana Certified Public Accountants, Louisiana medical review panels, and numerous licensing boards across the country.

While in law school, Ms. Carlisle was a member of the *Vanderbilt Law Review*. She is a member of several non-profit organizations in the Greater New Orleans area and has served on a number of boards and committees.

Representative Matters

- Obtained summary judgment for international company in multi-plaintiff FLSA suit alleging misclassification and failure to pay overtime.
- Defended regional utility company in several multi-plaintiff FLSA suits across multiple states that alleged misclassification and failure to pay overtime; obtained critical summary judgment rulings in favor of the client as well as favorable settlements.
- Won dismissal of the claims with prejudice before the United States of Appeal for the Fifth Circuit on behalf of national accounting firm accused of professional negligence and malpractice.
- Successfully defended numerous clients both inside and outside Louisiana in matters involving non-compete and non-solicitation agreements and claims for misappropriation of trade secrets.
- Defended and represented investor entities in Low Income Housing Tax Credit (LIHTC) partnerships in multiple, multi-million dollar disputes involving claims for breach of contract, breach of fiduciary duty, and similar theories of recovery.
- Defended contractor in multiple lawsuits arising from the administration of post-disaster relief programs, obtaining summary judgment in favor of the client in several of those suits.
- Favorable judgment for an international company against multimillion dollar Louisiana state-law retaliation and discrimination claims.

- Achieved a favorable judgment in the appellate defense of an employer in an ADA discrimination and failure to accommodate case before the United States Court of Appeals for the Fifth Circuit.



Professional Honors & Activities

- Named a *Best Lawyers in America*® "Ones to Watch" in Labor and Employment Law - Management (2022)
- Listed in *Louisiana Super Lawyers* as a Rising Star in Business Litigation (2019); Employment Litigation: Defense (2020, 2021)
- Member – Women's White Collar Defense Association, Washington, D.C. Chapter
- Member – Federal Bar Association
- Member – Louisiana Bar Association
- Member – New Orleans Bar Association
- Member – Bar Association of the 5th Circuit
- Member – Harry Phillips American Inn of Court, Nashville, Tennessee
- Member – Federalist Society



Civic Honors & Activities

- Board of Directors – Preservation Resource Center of New Orleans
- Board of Directors – Save Our Cemeteries, Inc.
- Hogs for the Cause, Team Piggy Stardust
- Pro Bono Project's Justice for All Ball



Publications

- Contributor – Federal Bar Association Labor & Employment Law Section Circuit Updates
- Author – "DOL Increases Civil Penalty Amounts (Again)" (February 2018)
- Author – "Nine Members Again, the Supreme Court Takes On Uneasy Relationship Between Church and State" (July 2017)
- Author – "Supreme Court Steps Back, Punts on Student Transgender Bathroom Access Case for Now" (March 2017)
- Author – "Rules of the Game: The EEOC's Pre-Suit Conciliation Obligations and the Scope of Judicial Review," *The Federal Lawyer*, Volume 62, Issue 2 (March 2015)
- Co-author – "FMLA Update," CLE presentation and paper, 5th Bi-Annual Federal Bar Association Labor and Employment Law Conference (May 2013)
- Co-author – "Individualizing the FLSA: Collective Action Waivers and the Split in the Federal Circuits," *The Federalist Society for Law and Public Policy Studies* (February 2013)



Speaking Engagements

- Panelist – "Trying Cases by Zoom," New Orleans Bar Association CLE (December 2020)
- Presenter – "Round 2: The DOL Proposes New Overtime (and Other) Rules," New Orleans ABA/EEO Committee for Liaison with EEOC, OFCCP and DOJ (April 2019)
- Co-presenter – "The Inside Scoop: Understanding and Reducing Legal Risks in the Workplace" (December 2018)
- Co-presenter – "Realistic Expectations and Outcomes of Nonprofit Board Committee Meetings," AFP Greater New Orleans Fundraising Conference (June 2018)
- Co-presenter – "The EEOC's New Guidance on Retaliation," The Inside Scoop: Understanding and Reducing Legal Risks in the Workplace (New Orleans) (November 2017)
- Presenter – "Telling Your Story: Keys to an Effective Position Statement," Lorman Education Services (January 2016 and June 2017)

- Presenter – "Overcoming Employer Documentation Challenges: Ensuring Legally Defensible Paper Trails," NBI, Inc. Seminar "Human Resources Law from A to Z" (November 2016)
- Presenter – "Telling Your Story: Keys to an Effective Position Statement," Lorman Education Services Webinar (January 2016)
- Co-presenter – "Avoiding the Minefield of the FLSA," CLE presentation (April 2013)



Webinars

- Why and How You Should Implement Effective Anti-Harassment Training Now (February 2019)



Education

- Vanderbilt University Law School, J.D., 2011
 - Member – *Vanderbilt Law Review*
 - Chancellor's Law Scholarship
- University of Virginia, B.A. Government – Foreign Affairs, 2008
 - Phi Beta Kappa
 - Echols Scholar



Admissions

- Louisiana, 2011
- U.S. Court of Appeals for the Fifth Circuit
- U.S. District Courts for the Eastern, Middle and Western Districts of Louisiana