

## Jeremy W. Hawpe

Office Managing Shareholder

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## Focus Areas

Litigation and Trials  
Wage and Hour  
Unfair Competition and Trade Secrets  
Discrimination and Harassment  
Policies, Procedures and Handbooks

## Overview

As an experienced litigator, Jeremy has successfully tried multiple matters before federal juries in Texas, Arkansas and Oklahoma. His trial experience includes:

- Three multiplaintiff FLSA misclassification cases which resulted in complete defense verdicts from the juries
- A False Claims Act and retaliation case involving a nurse, which resulted in a complete defense verdict
- The successful prosecution of a breach of nonsolicitation agreement involving former agents, including the misappropriation of trade secrets and tortious interference claims, which resulted in a jury award of compensatory and punitive damages
- The prosecution of an unfair competition/noncompete matter, in which the jury found in favor of plaintiff on all counts
- A defamation and breach of contract case in a sale of business dispute
- A national origin harassment case in which he obtained a complete defense verdict from the jury

Other notable successes include:

- Obtained summary judgment in discrimination and retaliation lawsuit involving a charter school, which was affirmed by the Fifth Circuit Court of Appeals
- Obtained summary judgment in a FMLA retaliation lawsuit

- Defended a large multifamily housing company against allegations of misclassification and “off the clock” work by obtaining decertification of nationwide collective action
- Prevailed in arbitration against claims of FMLA retaliation and disability discrimination
- Obtained summary judgment in race discrimination case against a nationwide retailer, which was affirmed by the Fifth Circuit Court of Appeals
- Obtained summary judgment in ERISA retaliation and age discrimination claim asserted against healthcare manufacturer
- Successfully negotiated resolution of age discrimination lawsuit brought by Equal Employment Opportunity Commission

Jeremy advises and represents employers in the infrastructure, health care, insurance, staffing, and transportation industries in a broad range of employment law matters. Jeremy also vigorously represents employers in defending cases filed in federal and state courts. Jeremy’s representation extends to proceedings before administrative agencies, such as the Equal Employment Opportunity Commission, the Texas Workforce Commission, and the Department of Labor. He has specific experience with matters involving:

- The Fair Labor Standards Act
- The Texas Covenant Not to Compete Act
- Title VII of the Civil Rights Act
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- State antidiscrimination statutes

He also assists clients with unfair competition issues, discrimination and harassment claims, and federal and state wage and hour audits.

Jeremy serves as Office Managing Shareholder of Littler's Dallas and Fayetteville offices, as well as a member of Littler’s Board of Directors. Jeremy is also the co-chair of Littler PRIDE, the firm’s LGBTQ affinity group.

Jeremy was also the prior co-chair of Dallas’ Black Tie Dinner, the nation’s largest fundraising dinner for the LGBTQ community. To date, Black Tie Dinner has distributed more than \$28 million to a variety of organizations serving the LGBTQ community.

Jeremy is board certified in labor and employment law by the Texas Board of Legal Specialization. Prior to joining Littler in 2005, Jeremy was a judicial law clerk to the Hon. George P. Kazen, U.S. District Court, Southern District of Texas.

*\*Not licensed to practice law in Arkansas. Acting only in the capacity of a management role.*

## Recognition

- Named, The Best Lawyers in America®, 2023-2025

## Education

J.D., University of Texas School of Law, 2004, *With Honors*

B.A., Texas A&M University, 2001

## Bar Admissions

Texas

## Courts

U.S. Supreme Court

U.S. Court of Appeals, 5th Circuit

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 10th Circuit

U.S. District Court, Northern District of Texas

U.S. District Court, Eastern District of Texas

U.S. District Court, Southern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, Eastern District of Arkansas

U.S. District Court, Western District of Arkansas

## Publications & Press

### **Littler's Jeremy Hawpe Appointed as Office Managing Shareholder in Dallas and Fayetteville**

*Littler Press Release*

November 16, 2022

### **Littler Earns Top Score in Human Rights Campaign Foundation's 2022 Corporate Equality Index**

*Littler Press Release*

January 27, 2022

### **Littler Names Jeremy Hawpe as Pride Affinity Group Co-Chair**

*Littler Press Release*

June 3, 2021

### **Littler Appoints New Chair and Elects Four New Members to 2020 Board of Directors**

*Littler Press Release*

January 28, 2020

**Labor of Law: Wage and Hour Woes. Diversity Scrutinized. Sexual Harassment Dos and Don'ts**

*Law.com*

November 30, 2017

**Fifth Circuit Rules on Tip Pooling**

*Littler Insight*

September 3, 2015

**Littler Obtains Complete Defense Verdict on Behalf of Lindsey Management Co., Inc. In FLSA Misclassification Suit**

*Littler Press Release*

October 2, 2014

**Fifth Circuit: Employee Who Violated Noncompete Portion of ERISA Plan Not Entitled to Benefits**

*Littler ASAP*

January 24, 2014

**The New Face of Discrimination: Increasing Government Regulations and Three Practical Suggestions For How to Deal with Them**

*Inside Counsel*

May 21, 2012

**Four Tips to Help Managers Avoid Employment Litigation: How to Avoid Litigation Landmines Around the Workplace**

*Inside Counsel*

May 7, 2012

**The Perils of Using Unpaid Interns: Free Labor May End Up Costing Your Company Dearly**

*Inside Counsel*

April 23, 2012

**Five Things to Consider Before Drafting a Noncompete Agreement: How to Craft an Agreement That Protects Your Company and is Enforceable**

*Inside Counsel*

April 9, 2012

**Creating and Implementing an Effective Ethics and Compliance Program: One Size Does Not Fit All When it Comes to Compliance Policies**

*Inside Counsel*

March 26, 2012

**An Effective Compliance Policy Can Be the Cheapest Insurance a Company Can Buy: Federal Sentencing Guidelines are Harsher for Companies Without Compliance Policies**

*Inside Counsel*

March 12, 2012

**Texas Firm Claims Office Manager Misappropriated Trade Secrets**

*Littler ASAP*

February 10, 2012

**Littler Rings in New Year with New Shareholders: Leading Labor and Employment Firm Elevates 13 Associates**

January 4, 2012

**Why Ethics Training Is the Cheapest Insurance Policy**

*Dallas Bar Association*

September 1, 2010

**Gratz v. Grutter: Lessons for Pursuing Diversity in the Workplace**

*Oklahoma City Law Review*

2004

## **Speaking Engagements**

**2024 Houston Regional Employer Conference**

Houston, TX

September 26, 2024

**2024 Dallas Regional Employer Conference**

Dallas, TX

August 1, 2024

**Benchmarking Settlement Techniques and Strategies**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

**2023 Texas Webinar Series - Session 1**

January 19, 2023

**Who Wants to Be a Lawionaire?**

Littler Executive Employer Conference

May 5, 2022

**Proactively Manage Your Workforce - Or Face the Consequences if You Don't**

Argentum Senior Living Executive Conference, San Antonio, TX  
April 16, 2019

**Timely Talk About Wage and Hour Law: Wage and Hour Mistakes Companies Still Make and What to Do About Them**

November 29, 2017

**Employment Law Update**

Dallas, TX  
July 20, 2017

**Employment Law Update**

Dallas Bar Association's Corporate Counsel Section, Dallas, TX  
June 8, 2017

**Privacy Concerns in Today's Technology-Based Workplace**

May 11, 2017

**New Developments and Future Challenges**

Out & Equal Workplace Summit  
2016

**Labor Trends and Challenges Within the Restaurant Industry**

NCR Synergy 2016, Dallas, TX  
August 2016

**Workplace Violence Prevention in the Age of the "Active Shooter"**

TAB Employee Relations Summit, San Antonio, TX  
July 21, 2016

**2016 Employment Law Update**

Dallas, TX  
June 30, 2016

**2016 Employment Law Update**

Dallas, TX  
June 8, 2016

**Balancing Religious, Disability and Transgender Accommodations in the Workplace**

Out & Equal Workplace Summit  
2015

**Top Five Trends in Employment Litigation**

Texas Center for the Judiciary

2016

**Privacy and the Internet**

26th Annual Labor & Employment Law Institute

2015

**Employment Law Update**

Dallas, TX

June 13, 2013