



Courtney B. Perez | Partner

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Courtney Barksdale Perez is a partner at Carter Scholer Arnett Hamada & Mockler. Courtney has a vast array of civil litigation experience having tried cases to jury in state and federal court. She has represented plaintiffs and defendants in employment-related claims, civil disputes involving allegations of fraud, negligence, breach of contract, breach of fiduciary duty, breach of covenants not to compete, tortious interference with contracts, civil conspiracy, antitrust and in intellectual property disputes alleging misappropriation of trade secrets, trademark infringement, and patent infringement.

Board Certified in Labor & Employment Law, Courtney has specialized knowledge representing individuals, corporations, and government entities in all phases of commercial and employment-related litigation from the risk-management phase through trial and on appeal. Courtney regularly advises clients concerning compliance with employment-related statutes and has served as lead counsel in cases involving claims asserted under Title VII, the Americans with Disabilities Act, Age Discrimination in Employment Act, Family Medical Leave Act, Federal Labor Standards Act, the Pregnancy Discrimination Act, 42 U.S.C. § 1983, the Texas Whistleblower Act, the Texas Payday Act, the Texas Labor Code and employment agreements. She also conducts internal investigations, reviews and prepares policies and procedures, and provides training for employers. Courtney also has experience advising government contractors concerning their obligations under federal contract compliance laws, developing compliance programs, drafting Affirmative Action plans and representing government contractors in administrative proceedings.

In addition, Courtney is a trained mediator and uses her dispute resolution training and experience to assist litigants in resolving employment, business, commercial, consumer, personal injury and civil rights disputes.

Prior to joining Carter Scholer, Courtney was an associate at an international law firm and served as Law Clerk to the Honorable James A. Beaty, Jr., U.S. District Court for the Middle District of North Carolina.

Honors and Distinctions:

- Board Certified in Labor & Employment Law, Texas Board of Legal Specialization, 2013
- D Magazine Best Lawyers in Dallas, Labor & Employment, 2017
- Thompson Reuters' *Super Lawyers*® *Rising Stars* (Texas) Up-and-Coming 50 Women, 2017
- Thompson Reuters' *Super Lawyers*® *Rising Stars* (Texas) Up-and-Coming 100, 2017
- Thomson Reuters' *Super Lawyers*® *Rising Stars* (Texas), 2013-2017
- Texas Young Lawyers Association Outstanding Director Award, 2015-2016
- Dallas Bar Association Outstanding Committee Chair Award, 2012

Professional Associations and Community Involvement:

- State Bar of Texas
 - Texas Young Lawyers Association Board of Directors
 - Leadership SBOT, 2011-2012
 - CLE Committee Member
- Dallas Bar Association
 - Board of Directors, 2013-2015
 - Business Litigation Section Council Member 2012- 2016
 - Bench Bar Committee Member
 - Membership and Admissions Committee, Chair, 2014
 - Minority Participation Committee, Co-Chair, 2012
- Judge Patrick A. Higginbotham Inn of Court, Barrister, 2013-2016
- J.L. Turner Legal Association, Member
- Delta Sigma Theta Sorority, Inc., Member
- Dallas Children's Theater, Member, Board of Trustees, 2013-2015

Published Works and Speaking Engagements:

- "Non-Compete Case Update" Texas Bar CLE Essentials of Business Law Course, 2017
- "Procedural Rules You May Not Know, But Should" Dallas Bar Association Bench Bar Conference, September 2016
- "Responsible Third Parties and Settling Parties: Overview and Recent Cases" Texas Bar CLE Advanced Personal Injury Course, July 2015
- "Social Media and the Public Employer: Lessons from the Private Sector" Dallas City Attorney's Office In-House CLE, June 2015
- "What Employers Can Expect When Their Employees Are Expecting" Society for Human Resource Management National Employment Law & Legislative Conference, March 2015
- "What You Need to Know About *Young v. UPS* and the Rights of Pregnant Workers" Dallas Bar Association *Headnotes*, January 2015
- "Gender, Pregnancy and Caregiver Discrimination Law: You've Come a Long Way Baby!" *Advocate*, The Litigation Section of the State Bar of Texas, Winter 2014
- "Pregnancy, Maternity and Caregiver Litigation: Age Old Issues Birth New Claims" Texas Bar CLE Advanced Employment Law Course, January 2014
- "DOL Ramps Up Enforcement Concerning Employee Misclassification" Dallas Bar

Association *Headnotes*, January 2014

- “Texas Supreme Court Update” 40th Annual Judicial Education Conference, September 2013
- “Fraud and Negligent Misrepresentation” Texas Bar CLE Business Disputes Course, September 2013
- “Social Media and the Public Employer: Lessons from the Private Sector” Texas Bar CLE Suing and Defending Governmental Entities Course, July 2013
- “What Employers Can Expect When Their Employees Are Expecting” Texas Bar CLE Webcast, July 2013
- “Mediating Employment Disputes” Dispute Resolution Services of North Texas Basic Mediation Training, June 2013
- “Trending: Recent Developments in FLSA Litigation” Texas Bar CLE Webcast, May 2013
- “Fair Labor Standards Act: Introduction and Summary of Employer Obligations” Texas Bar CLE, Essentials of Business Law Course, March 2013
- “Social Media Policies” State Bar of Texas, Suing and Defending Governmental Entities Course, July 2013
- “Fair Labor Standards Act: Introduction and Summary of Employer Obligations” Texas Bar CLE, Essentials of Business Law Course, March 2013
- “What Employers Can Expect When Their Employees Are Expecting” Dallas Association of Young Lawyers *Dicta*, September 2012
- “Social Media and the Public Employer: Policies, Pitfalls and Proof” 2012 Dallas City Attorney’s Office 13th Annual CLE Program, June 2012

Education:

- The University of Texas School of Law, 2007, Austin, Texas
Juris Doctor
- Wake Forest University, 2004, Winston-Salem, North Carolina
Bachelor of Arts, Political Science & Communication

Mediation Credentials:

- Dispute Resolution Services of North Texas, Inc. Basic Mediation Training (40 Hours)

Admissions:

- Texas, 2007
- U.S. Court of Appeals for the Fifth Circuit, 2010
- U.S. District Court for the Eastern District of Texas, 2011
- U.S. District Court for the Northern District of Texas, 2008
- U.S. District Court for the Southern District of Texas, 2008
- U.S. District Court for the Western District of Texas, 2008

Practice Areas:

- Alternative Dispute Resolution
- Business Litigation
- Employment and Civil Rights Litigation