



Stacey Cho Hernandez | Partner

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Stacey Cho Hernandez is a Partner at Carter Arnett. Stacey represents businesses, companies, governmental entities, corporate officers, and individuals across a range of employment and complex civil and business litigation matters. Stacey has tried cases to verdict in state and federal court and represented clients in appeals before the Texas Courts of Appeals and United States Court of Appeals for the Fifth Circuit.

Stacey is board certified in labor and employment law by the Texas Board of Legal Specialization and has expertise in all phases of employment-related litigation including administrative proceedings and actions filed in federal and state court. Stacey regularly advises clients on and resolves disputes concerning claims asserted under Title VII of the Civil Rights Act, the Americans with Disabilities Act, Age Discrimination in Employment Act, Family Medical Leave Act, Federal Labor Standards Act, Pregnancy Discrimination Act, Pregnant Workers Fairness Act, 42 U.S.C. § 1983, Texas Whistleblower Act, Texas Payday Act, and Texas Labor Code. Stacey also conducts internal investigations, prepares policies and procedures, and provides training for employers. Stacey also has a wide array of experience in representing clients in commercial disputes involving breach of contract, breach of covenants not to compete, breach of fiduciary duty, misappropriation of trade secrets, and other business torts.

Stacey clerked for the Honorable Karen Gren Scholer of the United States District Court for the Northern District of Texas. She also served as judicial intern to Former Chief Justice Wallace B. Jefferson at the Supreme Court of Texas. She also has experience relating to international criminal trials, which she gained while interning for the Office of the Prosecutor for the International Criminal Tribunal for the Former Yugoslavia.

Stacey is committed to the advancement of inclusion initiatives both in the legal field and in her community. She is a Founder of The Podium, formerly served as the Southwest Regional Governor of the National Asian Pacific American Bar Association and the President of the Dallas Asian American Bar Association and is a member of the Orchid Giving Circle.

Honors and Distinctions:

- Recognized "Texas Super Lawyer," *Super Lawyers*®, 2021-2024
- Recognized, Best Lawyers, *D Magazine*, 2022-2024
- Recognized, Best Lawyers Under 40, *D Magazine*, 2020-2023
- Recognized, "Up-and-Coming 50 Women (Texas)," *Super Lawyers*®, 2018-2020
- Recognized, "Texas Rising Stars," *Super Lawyers*®, 2015-2020
- National Asian Pacific American Bar Association's *Best Under 40 Award*, 2023
- Dallas Association of Young Lawyer's *Mentor of the Year Award*, 2022
- State Bar of Texas, Asian Pacific Interest Section's *Best Under 40 Award*, 2018

Professional Associations and Community Involvement:

- Southern Methodist University Dedman School of Law, 2009, Dallas, Texas
- Dallas Asian American Bar Association
 - President 2021
 - President-Elect, 2020
 - Director, 2016-2019
- Dallas Bar Association
 - Member
 - Board of Directors, 2021
- Dallas Association of Young Lawyers Leadership Class, 2015-2016
- Judge Patrick E. Higginbotham Inn of Court, Barrister, 2021-2024
- Judge Patrick E. Higginbotham Inn of Court, Associate, 2012-2013
- National Asian Pacific American Bar Association
 - Regional Governor for the Southwest Region, 2022-2023
 - Alternate Regional Governor for the Southwest Region, 2021
- Orchid Giving Circle, Member
- State Bar of Texas

Published Works and Speaking Engagements:

- "Take Your Best Shot: What Employers Should Know About the COVID-19 Vaccine Mandate," *Texas Bar Journal*, May 2022
- "Take Your Best Shot: What Employers Should Know About the COVID-19 Vaccine," Texas General Counsel Forum, Co-Presenter, May 2022
- "Take Your Best Shot: What Employers Should Know About the COVID-19 Vaccine," University of Texas Law CLE, 32nd Annual Health Law Conference, Co-Presenter, April 2021
- "Employment Law Damages," State Bar of Texas's 16th Annual Damages in Civil Litigation, Co-Presenter, February 2021
- "Acts of Allyship: Recognizing and Combatting 'Micro' Aggressions in the Legal Community," Panelist, Bexar County Women's Bar Association, November 2020
- "Retaliation 101," State Bar of Texas's Advanced Employment Law CLE, Presenter, January 2019
- "Attorney's Fees: Five Recent Cases You Must Know," University of Texas Law CLE: 2015 Trial Skills Training Camp, Presenter, September 2015
- "What You Need to Know About Young v UPS and the Rights of Pregnant Workers," Dallas Bar Association Headnotes, January 2015
- "DOL Enforcement On Employee Misclassification," Dallas Bar Association Headnotes, January 2014
- "Fair Labor Standards Act Introduction and Summary of Employer Obligations," State Bar of Texas: Essentials of Business Law, March 2013
- "The Computer Fraud and Abuse Act and the Disloyal Employee," Dallas Bar Association Headnotes, December 2012
- "International Criminal Tribunal for the Former Yugoslavia," Co-Presenter, Dallas Bar Association, September 2010

Education:

- Southern Methodist University Dedman School of Law, 2009, Dallas, Texas
Juris Doctor
- The University of Texas at Dallas, 2006, Dallas, Texas
Bachelor of Science, Business Administration, Minors in Art History and Economics

Languages:

- Korean

Admissions:

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

Practice Areas:

- Business Litigation
- Complex Commercial Litigation
- Employment Litigation
- Governmental Liability
- Trade Secret & Non-Compete Litigation