



Associate, Austin

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## Practices

- ERISA Complex Litigation
- Fitness
- Restrictive Covenants, Trade Secrets and Unfair Competition
- Technology
- Vaccine Mandate Litigation
- Workplace Training
- Staffing and Independent Workforce
- Hotels

## Education

- New York Law School, J.D. 2012
- The University of Texas at Austin, B.S. 2007

## Admitted to Practice

- 5th Circuit Court of Appeals 2018
- Texas - E.D. Tex. 2018
- Texas - N.D. Tex. 2018
- Texas - S.D. Tex. 2018
- Texas - W.D. Tex. 2017
- Texas 2012

Lauren Hope Whiting is an associate in the Austin, Texas, office of Jackson Lewis P.C. Her practice focuses on representing employers in workplace law matters, including policy and procedures audits, and preventive advice and counseling. She has litigated federal and state cases involving equal employment opportunity claims under Title VII, Section 1981, the Americans with Disabilities Act, and the Family and Medical Leave Act. Lauren has represented employers in a multitude of employment-related matters, including restrictive covenant and unfair competition cases. In addition, she has an active ERISA litigation practice, defending both single plaintiff and class action matters involving claims for breach of fiduciary duty and for benefits as well as ERISA Section 510 claims.

Lauren graduated with Honors from the University of Texas at Austin and moved to New York City, where she worked in corporate sales for a nationwide telecom provider until she attended New York Law School. While at NYLS, Lauren clerked in the Bronx Family Court and Kings County Civil Court, and also worked with a boutique firm handling contract negotiation and corporate licensing agreements for small businesses.

After graduating cum laude from NYLS, Lauren returned to Texas and developed her litigation practice across Texas courts and before administrative agencies including the Texas Department of Insurance, Department of Workers' Compensation, Social Security Administration, and Texas Workforce Commission. She has extensive experience defending insurance companies and employers in various disputes including workers' compensation, safety and injury reporting compliance, discrimination claims, and wrongful termination cases. Lauren has also advised employers on proper return to work strategies, reasonable accommodations, and developing best practices for employee management.

## Honors and Recognitions

- *The Best Lawyers in America*®, "Ones to Watch: Labor and Employment Law – Management" (2025)

## Pro Bono and Community Involvement

- Central Texas Food Bank
- Breakthrough of Central Texas, Academic Coach
- Junior League of Austin (Coats for Kids, A Christmas Affair, Spanish Immersion)
- Texas RioGrande Legal Aid (TRLA)
- Volunteer Legal Services, Volunteer Attorney

## Speeches

- Austin Technology Council HR Roundtable (September 2021) (presenter)
- "United States District Court Dismisses 401(k) Plan Recordkeeper Fee Complaint," ERISA Litigator Advisor (August 2021) (author)
- "Texas Amended Rule 106 on Substitute Service: Have You Been Served?," LexBlog, JL Litigators At Work (February 2021) (author)

- “Employment Law Issues – Updates, Changes Due to Covid 19, and Information For Your Companies,” SIGMA Marketer Legal Counsel Section and HR Section (April & September 2020) (author/presenter)
- Texas Association of Defense Counsel Winter Meeting (Crested Butte, CO, February 2020) (Seminar Chairperson)
- “Gone Phishing: How to Keep Your Employees from Clicking the Bait,” IGM-SIGMA Magazine, September/October 2019 (author)
- “Sweeping the Ice with Section 18.001 Affidavits,” Texas Association of Defense Counsel (Steamboat Springs, CO, December 2018) (presenter)
- “Emergency Motions,” Volunteer Legal Services Trial Series CLE (Austin, TX, November 2018) (presenter)
- “The Fascinating and Divisive World of Crump and the Producing Cause Standard,” MedConfirm CLE (Dallas, TX, October 2018) (presenter)
- “Settlement Credits,” Texas Association of Defense Counsel (Charleston, South Carolina, May 2018) (presenter)