



Audrey E. Mross

Co-Chair - Employment and Labor

Uptown Dallas

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At a Glance

Hands-On Experience

A highly regarded expert in employment and HR, Audrey worked for 11 years in the field prior to her legal career.

Award-winning Employment & Labor Lawyer

Audrey is listed annually as a Best Lawyer in America®, a Texas Super Lawyer, and a Best Lawyer by D Magazine.

Industry Thought Leader

A highly sought-after presenter in the field, Audrey is frequently requested as a presenter nationally on employment law and state and federal HR issues.

Audrey E. Mross is a partner and co-chairs the employment and labor law group. Audrey is highly regarded as a legal adviser to companies and HR departments locally and nationally. She worked for 11 years as a human resource professional prior to her legal practice. Audrey represents clients in matters involving discrimination, harassment, and retaliation, and she guides human resource professionals in proactive measures to avoid litigation.

Among the many services Audrey provides to clients, she assists with drafting employment agreements, handbooks, and other employment-related documents to comply with federal, state, and local law, for single and multi-state employers.

Audrey is an avid presenter. She receives frequent requests to give speeches, present, and serve on employment law discussion panels at employment law and HR professional conferences and seminars. Audrey has given more than 700 speeches, radio broadcasts, and webcasts since 1995. She is sourced and published in USA Today, CNN/Money, The Washington Post, Wall Street Journal, National Law Journal, Texas Lawyer, Dallas Business Journal, HR Magazine, SHRM Legal Report, HR Matters magazine and Dallas Bar Association's Headnotes.

Experience

- Company-wide audits and edit of job descriptions, with analysis of FLSA exempt vs. nonexempt and employee vs. contractor status
- Preparation of affirmative action plans under E.O. 11246, Rehabilitation Act and Vietnam Era Veterans Readjustment and Assistance Act, as well as state and local law
- Developed and presents managers' training programs approved by EEOC and U.S. Department of Justice as part of consent decree and serves as part of employers' affirmative defense against harassment claims

Focus Areas

Airlines / Aviation

Employee Incentive Plans & Compensation

Employment Counseling & Preventive Services

Energy / Oil & Gas

Entertainment & Digital Media

Health Care

Hospitality

Technology Transactions

Internal Investigations

Mergers & Acquisitions

Employment Policies & Handbooks

Speeches / Publications

- Employer COVID Vaccination Mandates: Yes or No?, Texas Lawyer, December 21, 2020.
- Analysis: Employers Face a Major Shift in Employment Law After *Bostock*, Texas Lawbook, August 14, 2020
- Pay it Forward. That, My Friend, is Pure Gold (article on Kansas State alumni involvement and giving back to the community), Philanthropy Misunderstood: One Hundred-Plus Stories From People Who Helped Change the World by Bob Hopkins, November 2019.
- Strike a Balance. Or Don't. The Path to Lawyering Isn't Always Straight, Texas Lawyer, June 2019.
- Introspection Can Bring Tangible Workplace Changes, Daily Texan Forum, January 2018.
- Two-part article – Employee or Contractor: Self Examination is Good for the Soul/ Employee or Contractor: Changing Legal Climate May Complicate the Oil Patch, RigZone, December 12-13, 2016.
- Texas Employment Law Handbook, Chapter 2-Employment Agreements, Editions: 2014-2015, 2016-2018, and 2019-2021
- Handcuffed: Laws Limit Employers Use of Background Reports, Dallas Bar Association's Headnotes, January 2014

Education

Southern Methodist University Dedman School of Law, JD, 1994

Phi Delta Phi

Kansas State University, BS, 1980
Marketing

Associations & Memberships

- American Bar Association
Labor and Employment section
- State Bar of Texas
Labor and Employment section
- Dallas Bar Association
Labor and Employment section
Transition to Law Practice Program Mentor
- Dallas Human Resource Management Association
Life Member and Former President, 2002
- SHRM Texas State Council
Director of Legislative Action, 1999-2003
Co-Director of Legislative Action, 2004-2005
- Society for Human Resource Management, 1995 – present
Member
- Kansas State University Foundation, 2018 – present
Board of Trustees, Member
- Kansas State University Alumni Association, 2010 – 2011
Board of Directors, Chair
- Kansas State University Alumni Association, 2005 – 2012
Board of Directors, Member
- Kansas State Texans Alumni Club
President, 1991 – present
- Kansas State University College of Business Administration Dean's Advisory Council, 2011 – present
Inaugural Member
- Kansas State University College of Business Administration, 2019
Fellow
- Kansas State University College of Business Administration, 2013 – present
Executive Mentor
- Kansas State University Pre-Law Advisory Board, 2015 – present
Inaugural Member
- Kansas State University Athletics, 2017 – present
Member of National Leadership Circle

- Kansas State University Cat Counselors, 2003 – present
Founding Member
- American Heart Association, 2009 – 2014
Benefits and Compensation Committee
- Dallas Chi Omega Alumnae, 1994 – present
Member
- Texas Association of Business (Dallas Chapter)
Executive Committee, 2010 – 2015
President, 2014
- Texas Association of Business (Dallas Chapter)
Chair of Employment Relations Committee, 2010 – 2015
- Texas Association of Business (State)
Board of Directors, 2008 – 2010, 2012 – 2014
- Texas Bar Foundation
Fellow
- Dallas Bar Foundation
Fellow
- SMU Dedman School of Law
E-Mentor

Honors & Awards

- Best Lawyers in America
2021 – 2025
- Texas Super Lawyers, Thomson Reuters
2010 – 2024
- The Best Lawyers in Dallas, D Magazine
2014, 2015, 2019-2022
- 2019 Kansas State University Fellow for the College of Business Administration
- Women In Law Award, Labor and Employment, Lawyer Monthly
2016
- College of the State Bar of Texas, member since 2006
- KSU Alumni Association, Volunteer of the Year 1999
- Phi Delta Phi

Bar Admissions

Texas, 1994

U.S. District Court for the Northern District of Texas