

Elizabeth Lieb

Associate General Counsel and Director of Human Resources
Buc-ee's, Ltd

Elizabeth Lieb is the Director of Human Resources and in-house Attorney at Buc-ee's, Ltd. Ms. Lieb's practice has focused on all areas of employment law, including discrimination, wage violations, retaliation, enforcement of covenants not to compete and whistleblower claims.

In her position, Ms. Lieb regularly identifies and analyzes potential employment-related issues associated with policy and procedures, Title VII, and internal investigations, recommending resolutions and performance plans.

Her experience in employment litigation includes depositions, Texas Workforce Commission unemployment hearings, defending Equal Employment Opportunity Commission claims, evaluating employment laws, compliance, and regulatory concerns. Ms. Lieb provides support for transactions involving employment, retention, and severance agreements, supports the organization by developing policy with reference to relations, performance management, benefits implementation and administration. She reviews and make recommendations for improvement of policies, procedures, and practices on personnel matters; improving systems regarding recruiting, interviewing, and hiring, with focus on executive management hiring. In addition, she is available to evaluate and manage staff development and offers consultation to management in handling day to day personnel issues.

During Law school, Ms. Lieb worked in the Lubbock County District Attorney's Office focusing on Domestic Violence cases, as well as working on § 1983 civil rights cases as part of the civil litigation clinic. Upon graduation from law school, Ms. Lieb joined the Fort Bend County District Attorney's Office, where she prosecuted both misdemeanor and felony cases. Ms. Lieb focused primarily on Domestic Violence cases in both County and District Courts, as well as protective orders in Family Courts. Ms. Lieb has prosecuted over 500 cases and tried approximately 100 cases to judges and juries.

Ms. Lieb graduated with a B.A., *cum laude*, from the University of Miami (FL) and received her J.D. from Texas Tech University School of Law. Ms. Lieb is licensed to practice in the State of Texas and U.S. District Courts for the Southern District of Texas.