



Jennifer Ingram

Counsel

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[San Antonio](#)

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PRACTICES Labor and Employment, Wage and Hour Litigation, Occupational Safety and Health Act (OSHA) and Workplace Disasters, Employment Litigation, Class Action Defense, Litigation, Traditional Labor Law, Retail

Jennifer Ingram is an innovative and collaborative partner to her clients, using her breadth of in-house experience to take a common-sense, business-oriented approach to her client advice and advocacy. Her practice focuses on labor and employment litigation, client counseling and training, traditional labor law, executive investigations, executive agreements, and the labor and employment aspects of mergers, acquisitions, and other corporate transactions.

In her prior role as vice president and associate general counsel for a publicly traded specialty retailer, Jennifer's practice included labor and employment, environmental and regulatory compliance, intellectual property, litigation, marketing, contracts, franchise, risk management, data security and privacy, government investigations, crisis communications and response, board governance, and corporate due diligence across North America.

Jennifer has extensive experience both as in-house counsel and outside counsel in all aspects of general labor and employment counseling and litigation, including defense of collective/class actions and individual claims under the Fair Labor Standards Act, Title VII, and state discrimination laws, EEOC and state administrative charges, NLRB charges and investigations, OSHA and state regulatory agency charges and investigations, HazMat charges and investigations, collective bargaining agreements and labor management, union avoidance training and counseling, leave of absence and disability accommodation claims, executive investigations and separations, executive agreements, and reductions in force.

Jennifer was named "Outstanding Deputy/Associate General Counsel" by *D CEO Magazine*, *D Magazine Partners*, in 2017, and she has been recognized as a *Texas Super Lawyer Rising Star*, Thomson Reuters, from 2011-2014. Additionally, she was selected as the inaugural "Cross-Functional Partner of the Year" by Sally Beauty in 2017 for her partnership with the business unit.

Professional Recognition

- Recognized in Best San Antonio Female Lawyers, *San Antonio Scene*, Scene Monthly, LLC, 2021
- Outstanding Deputy/Associate General Counsel, *D CEO*, *D Magazine Partners*, 2017
- *Texas Super Lawyer Rising Star*, Thomson Reuters, 2011-2014

Professional and Community Activities

- North Texas Leukemia and Lymphoma Society
 - DFW Pug Rescue
 - JDRF Greater Dallas Chapter
 - Operation Kindness
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QUALIFICATIONS

EDUCATION

- B.A., Texas Tech University, 2000, summa cum laude
- J.D., University of Texas School of Law, 2002

ADMISSIONS

- Texas

COURT ADMISSIONS

- U.S. Court of Appeals for the Federal Circuit
 - U.S. Court of Appeals for the Fifth Circuit
 - 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
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PUBLICATIONS AND SPEAKING ENGAGEMENTS

- “Canadian Labour and Employment: What US Employers Wish They Knew (But Don’t),” speaker, Hicks Morley Annual Conference, June 2018
 - “Government Investigations and Litigation: Data Breaches, Antitrust, and Other Concerns,” speaker, Baker McKenzie Annual Litigation Conference, May 2018
 - “Planning For and Navigating the Storm: Crisis Management and Board Governance,” speaker, National Association of Women Lawyers Conference, May 2018
 - “Legal’s Greatest Hits,” speaker, Sally Beauty Field Leadership Summit, April 2018
 - “Leading Through Change: Managing Global Restructurings,” speaker, USLaw Spring Conference, April 2018
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SELECTED CLIENT REPRESENTATIONS

- Obtained full defense verdicts for public hospital system on multiple employment discrimination claims
 - Defended manufacturer of activated carbon for mercury removal against trade secret allegations regarding design and location of plants and mines, includes defeating temporary injunction that would have closed client’s operations
 - Defended publicly traded specialty retailer against numerous claims and investigations resulting from data breach of PII, including a joint investigation by 34 state attorney generals, resulting in no adverse findings or penalties
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HAYNES BOONE

- Designed and implemented 4 worldwide reductions in force for specialty retailer, impacting thousands of employees in 13 countries
- Prosecuted and defended numerous patent infringement litigation matters in areas of e-commerce, video, advertising, event management, institutional banking, construction, and smart phone technology
- Prosecuted trade secret allegations against competitor involving night vision technology for military use
- Defended flooring manufacturer against breach of contract allegations involving federal contracts
- Defended private and public companies in securities-based SEC investigations and private investor litigation