



**Audrey E. Mross** Co-chair, Employment and Labor

### **Attorney Bio**

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 600 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.

Each month, Audrey creates an informative newsletter, Legal Briefs for HR, focused on updating HR professionals, in-house counsel, business owners, and others on various legal issues affecting the human resources community. To join the distribution list, or see archived newsletters, scroll to the top menu on the Munck Wilson Mandala website and click on the "News and Knowledge" tab. From there, click on "Legal Briefs for HR" on the pull-down menu or email Audrey directly at [amross@munckwilson.com](mailto:amross@munckwilson.com).

### **Practice Areas**

Employment and Labor  
Equity Incentive Plans  
Labor and Employment  
Trade Secrets, Restrictive Covenants  
and Unfair Competition

### **CONTACT**

Audrey E. Mross  
(972) 628-3661

### **Education**

Southern Methodist University  
Dedman School of Law  
Dallas, Texas 1994  
Juris Doctorate  
Honors: Phi Delta Phi

Kansas State University  
Manhattan, Kansas 1980  
Major: B.S. Marketing

### **Bar Admissions**

Texas, 1994

U.S. District Court, Northern District  
of Texas

### **Honors and Awards**

2019 Kansas State University Fellow

### **Representative 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.

for the College of Business  
Administration

Phi Delta Phi

KSU Alumni Association, Volunteer of  
the Year 1999

College of the State Bar of Texas,  
member since 2006

Texas Super Lawyers, Thomson  
Reuters  
2010 - 2019

The Best Lawyers in Dallas, D  
Magazine  
2014-2015, 2019

Women In Law Award, Labour and  
Employment, Lawyer Monthly  
2016

## **Presentations & Published Works**

- 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, 2014 and 2016
- Handcuffed: Laws Limit Employers Use of Background Reports, Dallas Bar Association's Headnotes, January 2014
- Rewriting Employee Handbook Policies on Social Media, Today's General Counsel, April/May 2013
- Social Networking: An Employer's Guide to the Risks and Rewards, HR Matters, Summer 2010
- Effects of U.S. Supreme Court's Don-Doff Ruling, Texas Lawyer, April 2006
- Destroying Employee Documents? Not So Fast., Dallas Bar Association's Headnote, October 2005
- Updating Your Family Leave Policy, SHRM Legal Report, July/August 2002

## **Professional 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

SHRM Texas State Council  
Former Co-Director of Legislative Action

Society for Human Resource Management

Kansas State University Foundation, 2018  
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 - 2017

Kansas State University College of Business Administration  
Executive Mentor, 2011 to present

Inaugural Member of K-State Pre-Law Advisory Board, 2015  
- present

American Heart Association, 2009 - 2014  
Benefits and Compensation Committee

Dallas Chi Omega Alumnae

Texas Association of Business (Dallas Chapter) president,  
2014

Texas Association of Business (Dallas Chapter) chair of  
Employment Relations Committee, 2010 - 2015

Texas Association of Business, Board of Directors, 2008 -  
2010 and 2012 - 2014

Texas Bar Foundation, Fellow

Dallas Bar Foundation, Fellow

SMU Dedman School of Law  
E-Mentor