



Laura D. Windsor

Partner

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Laura Windsor is the chair of Williams Mullen's Labor, Employment and Immigration Section and co-chair of the Trade Secrets, Employee Mobility and Restrictive Covenants Practice. Laura defends businesses in employment and employee benefits litigation matters in state and federal courts across the country. Her employment litigation work includes defending companies in cases alleging discrimination, workplace harassment, breach of employment and non-compete contracts, FMLA or USERRA interference or retaliation, FCRA violations, FLSA wage and hour/overtime disputes, and employment-related business torts. Laura's employee benefits litigation experience includes the defense of disability, life, and health insurance claims under ERISA and state law.

In addition to her litigation practice, Laura advises clients in all areas of human resources and employment law, including about company policies, terminations and reduction in force plans, medical leave issues, restrictive covenants, executive employment agreements and employment-related aspects of corporate purchase and sale transactions. She also helps government contractors maintain compliance with federal contract laws, including AAPs, the Service Contract Act and the Davis-Bacon Act, and she defends them in audits involving the Office of Federal Contract Compliance Programs (OFCCP).

Laura also provides onsite corporate training and is a frequent speaker on employment and employee benefit law issues, including in EEO and harassment laws, gender identity and sexual orientation anti-discrimination laws, religious discrimination, federal and state wage and hour laws, medical leaves of absence under the FMLA and ADA, disability claims under ERISA, and federal contractor compliance laws for employers.

Laura has been recognized by *Chambers USA* for Labor & Employment Law (2019). She has also been

named among Virginia's "Legal Elite" by *Virginia Business* (2013-present); listed in *The Best Lawyers in America* for Labor Law-Management, Employment Law-Management, Insurance Law and Litigation-Labor & Employment (2015-present); and named a "Labor and Employment Star" by *Benchmark Litigation* (2018-present). She was named the *Best Lawyers* Richmond "Lawyer of the Year" for Labor Law - Management in the most recent edition of *The Best Lawyers in America*. She is also listed in *Virginia Super Lawyers* (2012-present), which has included her in the Top 50: Women in Virginia list (2019).

Laura is a member of the State Bar of Georgia, the Virginia Bar Association and the Metro Richmond Women's Bar Association. Laura is highly active in her community and currently sits on the board of directors of the Richmond SPCA. She has served as past chair of the board of directors for the Virginia Association of Free and Charitable Clinics; served on the board of directors and as chair of the governance committee of the Health Brigade in Richmond; and was previously a board member of ChildSavers. She is also an adjunct professor of law at the William & Mary Law School, where she teaches a course on employment discrimination.

Laura is a 2001 graduate of Georgia State University School of Law, where she earned her J.D., *cum laude*, and she is a 1993 graduate of the University of Michigan, where she earned her B.A. in Russian and East European Studies.

Practice Areas

- Labor, Employment & Immigration
- ERISA - Employee Benefits Litigation
- Complex Business Litigation
- Trade Secrets, Employee Mobility and Restrictive Covenants
- White Collar and Investigations
- Government Contracts
- Private Equity and Venture Capital

Education

- Georgia State University (J.D.), 2001
cum laude; Atlanta Bar Association, Labor & Employment Student Scholar Award; Associate Student Writing Editor, GSU Law Review
- University of Michigan (B.A.), 1993

Professional Affiliations

- Virginia Bar Association

- Metro Richmond Women's Bar Association
- William & Mary Law School ? Adjunct Professor, Employment Discrimination

Awards

- *Chambers USA* ? Labor & Employment Law (2019)
- *Virginia Business* ? "Legal Elite," Labor and Employment law (2009, 2011, 2013-present), Young Lawyers (2012)
- *The Best Lawyers in America* [©] ? Labor Law-Management, Employment Law - Management, Insurance Law and Litigation - Labor & Employment (2015-present)
- *Best Lawyers* [®] ? Richmond "Lawyer of the Year," Labor Law - Management (2020)
- *Benchmark Litigation* ? "Labor & Employment Star" (2018-present)
- *Virginia Super Lawyers* ? Labor and Employment (2014-present); Named to Top 50: Women in Virginia List (2019-2020)
- *Virginia Super Lawyers Rising Stars* ? Labor and Employment (2012-2013)