



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 clients 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 businesses, non-profits, educational institutions, and religious-affiliated organizations in all areas of human resources and employment law, including on company policies, internal investigations, terminations and reduction in force plans, medical leave issues, restrictive covenants, executive employment agreements, and employment-related aspects of corporate purchase and sale transactions.

Laura also provides onsite corporate training and is a frequent speaker on employment issues, including federal and state EEO and harassment laws; religious discrimination and the application of federal and state employment laws to religious-affiliated

organizations and institutions; federal and state wage and hour laws; medical leaves of absence under the FMLA and ADA; COVID-related employment issues such as testing, reporting, health and safety, return to work, and vaccination strategies; independent contractor laws; and federal contractor compliance laws for employers.

Laura has been recognized by *Chambers USA* for Labor & Employment Law (2019, 2021-present). 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 (2020, 2022). She is also listed in *Virginia Super Lawyers* (2012-present), which has included her in the Top 50: Women in Virginia list (2019-present). Laura was named to the 2021 class of "Influential Women of Law" by *Virginia Lawyers Weekly*.

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 is currently the Vice Chair of the Board of Directors for 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 for ChildSavers. Laura is also an adjunct professor of law at the William & Mary Law School, where she teaches a course on Employment Discrimination Law.

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
- Manufacturing
- Dental Practice Transactions
- Physicians & Physician Groups

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

- Named to 2021 Class of "Influential Women of Law" by *Virginia Lawyers Weekly*
- *Chambers USA* ? Labor & Employment Law (2019, 2021-present)
- *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, 2022)
- *Benchmark Litigation* ? "Labor & Employment Star" (2018-present)
- *Virginia Super Lawyers* ? Labor and Employment (2014-present); Named to Top 50: Women in Virginia (2019-present); Named to Top 50: Richmond (2021-present); Named to Top 100: Virginia (2022)
- *Virginia Super Lawyers Rising Stars* ? Labor and Employment (2012-2013)
- Pro Bono Service Honor Roll ? Member (2021)