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EDUCATION

- J.D., *summa cum laude*, Indiana University McKinney School of Law. Editor-in-Chief, *Indiana Law Review*; Order of the Barristers; Chancellor's Scholar
- B.A., *magna cum laude*, Butler University. Journalism departmental honors; Editor-in-Chief, *The Collegian*
- Judicial Intern. The Honorable Chief Judge Larry J. McKinney, U.S. District Court for the Southern District of Indiana

RECOGNITIONS

- AV Preeminent®, *Martindale–Hubbell*
- Indiana Super Lawyers® (2019-2022)
- *Indiana Rising Stars*® (2010, 2014-2018)

PROFESSIONAL ASSOCIATIONS & CIVIC INVOLVEMENT

- Little Red Door Cancer Agency (Board of Directors). Indiana Health Care Foundation (Board of Directors, Chair '17-current, Vice-Chair '16). Westminster Village North (Board of Directors).
- Indianapolis Bar Association Labor & Employment Section, (Former Member Executive Committee, Chair '18), Bar Leader Series Class VIII, Former IndyBar Bar Review Faculty
- Alumna, Sagamore American Inn of Court

- American Bar Association Section of Litigation Privacy and Data Security Committee, Section of Labor and Employment Law

EXPERIENCE

Though all cases vary and none is predictive, Laurie's experience includes:

Employment Litigation

- Defends employers against claims for discrimination, harassment, and retaliation before the EEOC, state, and local agencies, and in federal court. *E.g., Lane v. Riverview Hospital*, 835 F.3d 691 (7th Cir. 2016) (affirming summary judgment for employer on race discrimination claim brought under Title VII and § 1981).
- Defends companies facing interference and retaliation claims under FMLA and ERISA.
- Represented employer defending against claims of defamation, blacklisting, and wrongful discharge.
- Negotiates resolutions of employment-related claims via EEOC mediation, private mediation, and court settlement conferences.
- Defends employers against claims under the Indiana Wage Claim or Payment Act and FLSA.

Employment Consulting

- Consults with employers on hiring, discipline, and termination.
- Conducts internal investigation of employee complaints and compliance issues.
- Reviews and updates company handbooks and policies.
- Conducts employee training including on EEO, anti-harassment, timekeeping, evaluation and discipline practices.
- Advises employers and individuals regarding restrictive covenants, executive compensation agreements, and separation agreements.
- Drafts and advises regarding employment agreements including non-disclosure, non-competition, and non-solicitation agreements.

- Consults with employers on ADA accommodation and leave requests, FMLA compliance, and state and federal wage and timekeeping compliance.
- Develops and drafts record retention policies.
- Advises employers and health care providers on HIPAA compliance.
- Served as expert witness regarding HIPAA relating to form of medical record release.

ERISA Litigation

- Represents individuals pursuing administrative review and federal claims for pension plan benefits and enforcement of ERISA and Plan provisions.
- Represented retiree in claim for benefits arising from wrongful offset of pension benefits. *Bandak v. Eli Lilly and Company Retirement Plan, et al.*, 587 F.3d 798 (7th Cir. 2009) (affirming summary judgment for retiree based on administrator's improper offset of benefits and awarding employee reasonable attorney fees and costs).
- Defended ESOP and fiduciaries against claim for breach of fiduciary duty.
- Represented group health and welfare plan defending against claims for benefits.

Healthcare Litigation

- *Babchuk v. Indiana University Health, Inc. et al.*, 809 F.3d 966 (7th Cir. 2016), *reh'g denied* (affirming summary judgment for defendants on physician's § 1983 claim; physician failed to demonstrate harm to occupational liberty, physician had no constitutional property interest in medical privileges at hospital, and hospital's termination of privileges was not state action).
- Obtained defense verdict for physician in medical malpractice jury trial.
- Defended healthcare provider facing claims of negligent hiring and vicarious liability for alleged invasion of privacy through public disclosure of private facts arising from alleged improper access to medical records.
- Defended challenge to the constitutionality of the damages cap in the Indiana Medical Malpractice Act.

- Defended challenge to provider's qualified status under the Indiana Medical Malpractice Act.

Appeals

- Represents litigants before the Indiana Court of Appeals, the Indiana Supreme Court, and the Seventh Circuit Court of Appeals.

Business Litigation

- Defends claims for breach of contract, fraud, breach of fiduciary, conversion, and related business torts and statutory claims.
- Represented bank in commercial foreclosure action, sheriff's sale of properties, and in pursuing fraudulent transfer claim against debtor.

PRESENTATIONS & PUBLICATIONS

- Presenter/Author, NBI, *Indiana Employment Law 2022: Discrimination/Harassment; ADA Accommodations*, December 15, 2022.
- Panelist, Indianapolis Bar Association, *Adding Insult to Traumatic Brain Injury: 'Race Norming' and the NFL Concussion Lawsuit*, November, 28, 2022.
- Presenter/Author, NBI, *Advising New Businesses in Indiana: Employment Law Basics for the Non-Specialist*, September 22, 2022.
- Presenter, In-House Client Presentation, *Recognizing Common Friction Points for Business Owners*, September 16, 2022.
- Presenter/Author, NBI, *Indiana Human Resources Law Boot Camp: Using Handbooks to Protect Against Legal Liabilities, HIPAA Best Practices for HR, & Hiring & Firing: Legal Dos and Don'ts*, April 12, 2022.
- Presenter/Author, NBI, *Employment Law Advanced Issues and Answers, Deciphering FMLA, ADA and Workers' Compensation Issues*, December 1, 2021.
- Presenter/Author, NBI, *Business Law, Reviewing Top Issues in Employment Law*, October 22, 2021.
- Presenter, Proactive Medical Review Consulting, *Hot Topics in HR/Employment Law*, September 1, 2021 & September 7, 2021.
- Presenter/Author, NBI, *Indiana Employment Law and HR Update 2021: Top Reasonable Accommodation Mistakes HR Pros Make*, November 17, 2020
- Presenter/Author, NBI, *HR Law Boot Camp: Using Handbooks to Protect against Legal Liabilities and Hiring & Firing Legal Do's and Don'ts*, October 22, 2020

- Presenter/Author, NBI, *Top Business Challenges: Employment Law Issues*, December 12, 2019
- Presenter, NBI, *Workplace Privacy*, August 15, 2018.
- Author, NBI, *Mini MBA for Attorneys: Labor and Employment Law Essentials*, June 22, 2018.
- Presenter, NBI, *Ensuring Local Governments Comply with the Law: Human Resources Issues*, December 7, 2017.
- Presenter, NBI, *Avoiding HR Legal Landmines: Hiring, Firing, Discipline and Internal Investigation Landmines*, June 14, 2017.
- Moderator, Indianapolis Bar Association, *Federal Settlement Conference Best Practices*, March 22, 2017.
- Presenter, Sterling Educational Services *Essentials of Employment Law, Privacy and Today's Technology in the Workplace*, and *Significant Employment Decisions 2016 (7th Cir. and Indiana)* (with A. Mulroony), December 1, 2016.
- Presenter, ICLEF, *HIPAA for Litigators*, September 28, 2016 (Indianapolis) & October 5, 2016 (Merrillville).
- Presenter, NBI, *Using HIPAA Protected Documents in Litigation & HIPAA Compliance for Employers*, September 15, 2016.
- Moderator, *Amendments to Federal Rules 26 and 34 – Employment Discovery Disputes*, Indianapolis Bar Association, May 24, 2016.
- Presenter, Indianapolis Bar Association, *HIPAA for Litigating Health-Related Claims*, April 25, 2016–.
- Presenter, Indiana Health Care Association Spring Regional Conference, *New Developments in Best Hiring Practices*(with A. Emley), April 20, 2016.
- Presenter, Federal Bar Association, Mylawcle.com, *HIPAA and Health-Related Claims for Employment Litigators*, Webinar, January 26, 2016 and various dates.
- Presenter, *ADA and FMLA Updates and Interplay*, Fundamentals of Employment Law, Sterling Educational Services, December 3, 2015.
- Co-Presenter, *Discrimination and Harassment*, IBA Employment Law for Small Business Seminar, October 22, 2015.
- Presenter, *Advanced ADA, FMLA and Pregnancy Accommodation Issues*, IHCA HR Workshop, June 25, 2015.
- Presenter, *HIPAA and Health-Related Employment Claims*, NBI Teleconference, April 27, 2015.
- Presenter, *Advanced FMLA and ADA Issues*, Sterling Educational Services Labor & Employment Law 2014, December 4, 2014.
- Presenter, *Effective Evaluation and Discipline from a Legal Perspective*, IHCA Annual Convention, August 20, 2014.
- Presenter, *Best Hiring Practices from a Legal Perspective*, Northeast Indiana Human Resources Association (NIHRA), May 15, 2013.

- Presenter, *Best Hiring Practices from a Legal Perspective*, National Association of Mutual Insurance Companies (NAMIC), August 6, 2013
- Co-author, *Best Practices: Social Media and Discovery* section of panel presentation on Employment in the Information Age: Best Practices for Employers and Impact of an Overactive NLRB, EPLI ExecuSummit, October 2, 2013.
- Presenter, *Background Checks and Hiring Decisions*, Sterling Educational Services Labor & Employment Law 2013, October 30, 2013.
- Presenter, *Keeping Good Records: Effective Employee Evaluation and Discipline*, Sterling Educational Services Labor & Employment Law 2013, October 30, 2013.
- Presenter, *Workplace Privacy and other Issues*, Sterling Educational Services Labor & Employment Law 2012, December 19, 2012,
- Author, *Where Customer Service Meets Liability*, IHCA Insight, Spring/Summer 2012.
- Author, *A HIPAA Privacy Primer for Health-Related Employment Claims*, ABA Section of Litigation Employment and Labor Relations Law Newsletter, Fall 2011, Vol. 10, No. 1. Copyright © 2011, American Bar Association.
- Author, *Long-Term Care Providers Must Not Adopt Residents' Racial Preferences*, Indiana Health Care Association Newsletter, September 2011.
- Author, *Child Abuse Witness Protections Confront Crawford v. Washington*, 39 Ind. L. Rev. 113 (2005).