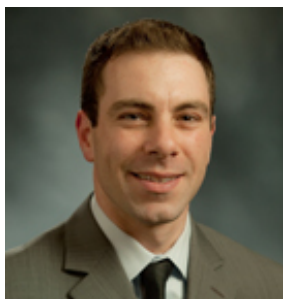


Aaron J. Epstein



Associate

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PRACTICES

Labor and Employment
Litigation

EDUCATION

JD, 2002, University of
Wisconsin
BA, 1999, *with honors*,
University of Wisconsin

ADMISSIONS

Texas 2008
Wisconsin 2002
US District Court for the
Northern District of
Texas
US District Court for the
Western District of
Texas

Aaron is an associate in the Labor and Employment section in the Dallas office of Andrews Kurth. His practice focuses on all aspects of labor and employment matters facing domestic and international businesses.

Prior to Andrews Kurth, Aaron practiced at a large, Dallas-based firm and, before that, served as a field attorney for the National Labor Relations Board, Region 16. In his six years with the Board, Aaron gained critical experience handling traditional labor law matters, including union organization campaigns, unit determinations, and unfair labor practice proceedings.

During law school, Aaron was a clerk for Dane County Circuit Court Judge Richard Callaway in Madison, Wisconsin.

REPRESENTATIVE EXPERIENCE

Aaron has assisted employers in a wide variety of labor and employment matters, including:

- Successfully defending employers against unfair labor practice charges and representational issues before the National Labor Relations Board.
- Bargaining on behalf of employers and serving as employer spokesman in collective bargaining negotiations.
- Preparing for labor arbitrations involving a variety of issues, including, for example, contract interpretation and the binding effect of past practices.
- Providing advice and counsel to employers concerning both traditional labor and employment issues, including developing strategies for minimizing risks of litigation, responding to grievances, evaluating employee versus independent contractor status and establishing lawful employment policies.
- Assisting in the defense of employers during EEOC investigations, whistleblower claims and civil trials, including matters involving Title VII, the ADA, SOX, Dodd-Frank, the FLSA and the ADEA.
- Drafting, negotiating and litigating non-competition, confidentiality and separation/release agreements.
- Conducting effective reductions-in-force, thereby helping employers avoid liability under the WARN Act.
- Performing due diligence regarding all labor and employment matters related to asset and stock purchase transactions.

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PUBLICATIONS

- NLRB Delays Implementation of Mandatory Notice Posting Rule (October 11, 2011)
- Fifth Circuit Caps Title VII Damages "Per Party" (August 8, 2011)
- Fair Credit Reporting Act Implicates Employer Liability for All Types of Background Checks, Not Just Credit Reports (June 8, 2011)
- FLSA's Anti-Retaliation Provision Protects Oral, Not Just Written, Complaints (March 29, 2011)
- The Impact of the "Facebook Firing" Case on Social Media Policies (March 8, 2011)

PROFESSIONAL RECOGNITION

- Cardozo Society, Outstanding Attorney Under 40 (2012)

BRIEFINGS, SEMINARS & SPEECHES

- "What Labor and Employment Lawyers Need to Know About *Ames v. Home Depot* (7th Cir. Jan. 6, 2011)," ExecSense Webinar (March 11, 2011)
- "Labor and Employment Issues in Connection with M&A Transactions," Andrews Kurth In-House CLE program (November 15, 2010)

AFFILIATIONS

- Dallas Bar Association, Labor and Employment Section