



JENNETTE "JENNY"
DEPONTE
PARTNER

☎ 972.707.1862
✉ jenny@brownfoxlaw.com



JENNETTE ("JENNY") E. DEPONTE IS A TRUE EMPLOYMENT LAW LITIGATOR AND COUNSELOR, eager to defend her client's interests through trial and prepared to provide day-to-day advice at a moment's notice. Board certified in both labor and employment and civil trial law, Ms. DePonte has successfully tried numerous cases in state and federal courts and arbitration, ranging from employment matters, contracts disputes, and torts to lawsuits involving catastrophic injury. She is also adept at advising and defending clients during OSHA, EEOC, TWC and DOL investigations and litigation. Whether counseling, litigation, or investigations, Ms. DePonte works closely with each client to tailor a strong defense built on a wise, but cost-effective game plan.

Ms. DePonte is often recognized for her litigation and counseling skills, with honors as a *Best Lawyer* in Employment Law - Management, *Super Lawyer*, and as one of the *Best Lawyers in Dallas* by *D Magazine*.

 PRACTICE FOCUS & EXPERIENCE

LITIGATION

- » Title VII and Texas Commission on Human Rights Act Employment Litigation (race, gender, national origin, religion, wrongful termination, retaliation)
- » Age Discrimination in Employment Act Litigation
- » Americans With Disabilities Act Litigation
- » Fair Labor Standards Act Litigation and Wage/Hour Disputes
- » Family Medical Leave Act Litigation
- » Retaliation Litigation
- » Worker's Compensation Retaliation Litigation
- » Whistleblower Litigation
- » Noncompete Litigation
- » Breach of Contract
- » Negligence
- » Premises Liability
- » Nonsubscriber Litigation
- » Trucking Litigation

LABOR & EMPLOYMENT

- » OSHA Reporting and Investigations
- » Employment Agreements, Including Non-Compete and Non-Solicitation Agreements
- » Employment Handbooks and Policies/Procedures
- » Human Resources Counseling and Investigation for Disciplinary
- » Employment Discrimination and Retaliation Investigations
- » Actions/Terminations
- » Labor and employment counseling, including discrimination claims based upon age, disability, gender, sexual orientation, national origin, race, and religion; retaliation; wage and hour disputes under the Fair Labor Standards Act; claims under Family Medical Leave Act; unemployment claims; and employment torts.
- » Defamation

Prior to private practice, Ms. DePonte began her career as an assistant attorney general in the U.S. Virgin Islands and served as an Assistant Attorney General for the State of Texas in the Law Enforcement Defense Division, where she represented state law enforcement agencies and officials in employment and civil rights litigation and appeals.



ADMISSIONS

- » 5th Circuit Court of Appeals (2023)
- » Northern District of Texas (2003)
- » Southern District of Texas (1999)
- » Western District of Texas (1998)
- » Eastern District of Texas (1998)
- » State of Texas (1996)



AFFILIATIONS

- » Board Certified, Texas Board of Legal Specialization, Civil Trial
- » Board Certified, Texas Board of Legal Specialization, Labor & Employment Law
- » State Bar of Texas
 - » Labor and Employment Law Section
 - » Litigation Section
- » Dallas Bar Association
 - » Dallas Women Lawyers Association
 - » Labor & Employment Law Section



EDUCATION

- » South Texas College of Law, J.D. (1996)
- » University of Texas at Austin, B. A., Government (1992)

 HONORS

- » The *Best Lawyers in America*®, “Employment Law – Management” (2024-2025)
- » *Texas Super Lawyers*®, “Super Lawyers” (2020-2022)
- » *Best Lawyers in Dallas, D Magazine* (2014, 2016, 2017, 2020)