NATALIE C. ROUGEUX

Rougeux & Associates PLLC
595 S. Castell, New Braunfels, Texas 78131
(830) 358-7543 (work) l (210) 326-0760 (cell) l nrougeux@rougeuxpllc.com

EDUCATION

University of Texas at Austin School of Law, Austin, Texas
Doctor of Jurisprudence, 2003, Order of the Coif

University of Texas at Austin, Austin, Texas
Master of Arts, East European, and Eurasian Studies, 2003

University of Texas at Austin, Austin, Texas
Bachelor of Arts, Russian, 1999, Highest Honors

Defense Language Institute, East Coast, Baltimore, Maryland
Basic Lithuanian, 1995

Defense Language Institute, Monterey, California
Russian and Advanced Russian, 1989-1991, Highest Honors

LEGAL EXPERIENCE

Rougeux & Associates PLLC, New Braunfels, Texas
CEO and Managing Member, June 2011 to Present

- Manage the operations and legal services of a boutique Labor & Employment law firm.
- Defend employers in all phases of employment law litigation in state and federal courts involving Title VII, the Age Discrimination in Employment Act (ADEA), the Americans With Disabilities Act (ADA), the Fair Labor Standards Act (FLSA), the Family and Medical Leave Act (FMLA), the Equal Pay Act (EPA), the Uniformed Services Employment and Reemployment Rights Act (USERRA), Chapters 21 and 451 of the Texas Labor Code, breach of contract, and various tort claims.
- Provide advice and counsel to management nationwide on a broad range of employment law matters, including executive and high risk terminations, severance packages, implementation and revision of human resources policies, reductions in force, complaints of workplace harassment, and drafting executive, employment and non-compete agreements.
- Represent employers in all aspects of mediation, arbitration, settlement negotiations, and labor negotiations; in federal and state agency proceedings, including charges of discrimination filed with the Equal Employment Opportunity Commission and the Texas Workforce Commission Civil Rights Division (TWC); unemployment claims before the TWC; and FLSA/FMLA investigations of the Department of Labor.
- Train corporate managers and human resources personnel on a wide variety of employment law issues, including Title VII, the ADEA, ADA, FLSA, FMLA, EPA, and USERRA, EEO compliance, retaliation, workplace harassment investigations, and documenting employee performance and disciplinary problems.
- Organize and present annual Advanced Labor & Employment conference for Human Resources professionals.
- Guest lecture at a wide variety of venues, including Texas State University, the New Braunfels Chamber of Commerce, local Rotary Clubs, governmental entities, and Human Resources organizations and training institutes.

Reagan Burrus PLLC, New Braunfels, Texas
Partner, Labor & Employment and General Litigation, February 2009 to June 2011

- Lead the firm's Labor & Employment section.
- Defended employers in all phases of employment law litigation in state and federal courts involving Title VII, the Age Discrimination in Employment Act (ADEA), the Americans With Disabilities Act (ADA), the Fair Labor Standards Act (FLSA), the Family and Medical Leave Act (FMLA), the Equal Pay Act (EPA), the Uniformed Services Employment and Reemployment Rights Act (USERRA), Chapters 21 and 451 of the Texas Labor Code, breach of contract, and various tort claims.
- Provided advice and counsel to management nationwide on a broad range of employment law matters, including executive and high risk terminations, severance packages, implementation and revision of human resources policies, reductions in force, complaints of workplace harassment, and drafting executive, employment and non-compete agreements.
- Represented employers in all aspects of mediation, arbitration, settlement negotiations, and labor negotiations; in federal and state agency proceedings, including charges of discrimination filed with the Equal Employment Opportunity Commission and the Texas Workforce Commission Civil Rights Division (TWC); unemployment claims before the TWC; and FLSA/FMLA investigations of the Department of Labor.
- Trained corporate managers and human resources personnel on a wide variety of employment law issues, including Title VII, the ADEA, ADA, FLSA, FMLA, EPA, and USERRA, EEO compliance, retaliation, workplace harassment investigations, and documenting employee performance and disciplinary problems.
- Oversaw and managed general litigation matters for the firms' clients on a wide array of subject matters, to include litigation involving construction, trust/probate, property, personal injury, commercial transactions, and insurance defense.

Bracewell & Giuliani LLP, San Antonio, Texas
Associate, Labor & Employment, September 2003 to February 2009

- Defended employers in all phases of employment law litigation in state and federal courts involving Title VII, the Age Discrimination in Employment Act (ADEA), the Americans With Disabilities Act (ADA), the Fair Labor Standards Act (FLSA), the Family and Medical Leave Act (FMLA), the Equal Pay Act (EPA), the Uniformed Services Employment and Reemployment Rights Act (USERRA), Chapters 21 and 451 of the Texas Labor Code, breach of contract, and various tort claims.
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- Trained corporate managers and human resources personnel on a wide variety of employment law issues, including Title VII, the ADEA, ADA, FLSA, FMLA, EPA, and USERRA, EEO compliance, retaliation, workplace harassment investigations, and documenting employee performance and disciplinary problems.

OTHER WORK EXPERIENCE

Cirque du Soleil (North American Tour)
Interpreter and Translator (Russian), December 1997 to January 1999

United States Embassy, Vilnius, Lithuania
Interpreter and Translator (Russian and Lithuanian), February 1996 to June 1997

National Security Agency, Naval Security Group Activity, Fort Mead, Maryland
Active Duty Navy, Voice Language Analyst (Russian), October 1991 to August 1994

LICENSES, CERTIFICATIONS, AND COURT ADMISSIONS

State Bar of Texas, 2003; Board Certified, Texas Board of Legal Specialization, Labor & Employment Law

Senior Professional in Human Resources (SPHR), 2013

United States District Court for the Western, Southern, Northern, and Eastern Districts of Texas

Fifth Circuit Court of Appeals

PUBLICATIONS

Oh What a Tangled Web We Weave When We Decipher Employee Leave, Federal Lawyer, Jan/Feb 2014

Legal Legitimacy and the Promotion of Small Business in Sarajevo, Comment, 37 Tex. Int'l L. J. 177 (Winter 2002)

RECOGNITION AND AWARDS

San Antonio Scene Best S.A. Lawyers, 2014 and Rising Star Lawyer, 2008

Texas Rising Star, Texas Super Lawyers 2006-2009, 2011, 2013

Awarded Top Secret Security Clearance

Awarded Joint Services Commendation Medal for service to National Security Agency

MEMBERSHIPS

American Bar Association

San Antonio Bar Associations

Society for Human Resources Management

Hill Country Human Resources Management Association

New Braunfels Chamber of Commerce, Vice-Chair, Board of Directors

Leadership New Braunfels, Alumnus

Comal County Habitat for Humanity, Board Member

LANGUAGES

Russian (fluent conversational)

Lithuanian (working knowledge)

Serbo-Croatian (introductory knowledge)