

# BOULETTE & GOLDEN L.L.P.

Tanya D. DeMent

## Biography



Tanya joined the firm in July 2007 after five years in the litigation practice at Vinson & Elkins LLP. Together with the partners of the firm, Tanya assists in representing employers in a wide range of labor and employment matters, including employment litigation defense, wage claims, federal and state agency compliance, training, employment contracts, employee handbooks, and non-disclosure and non-competition agreements and litigation.

## Education, Distinctions, and Admissions

- ◆ University of Texas School of Law, 2002—*J. D.* with High Honors, Chancellors, Order of the Coif, Associate Editor, *Texas Law Review*, 2000-2002
- ◆ Texas Christian University, 1999—B.S., magna cum laude
- ◆ *Texas Rising Stars* 2007
- ◆ Admitted – Texas; U.S. District Court for the Northern, Southern, and Western Districts of Texas
- ◆ Member: Texas Bar Association, American Bar Association, Austin Bar Association

## Practice Areas

- ◆ *Employment Litigation* – FLSA, Title VII, ADEA, EPA, ADA, FMLA, TCHRA, retaliation, invasion of privacy, workers' compensation, defamation, assault, and wrongful discharge
- ◆ *Unfair Competition Litigation* – covenant not to compete, theft of trade secret, breach of fiduciary duty, stock and restricted stock clawback and forfeiture, and tortious interference
- ◆ *Corporate Training* – FLSA compliance, performance management, discipline and termination, hiring and retention, leave management, reductions in force
- ◆ *Counseling* – Policy and process review, contract negotiation,

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reduction in force implementation, termination decisions

Publications

- ◆ “Ethical Considerations for Blog-Related Discovery,” 5 *Shidler J.L. Com. & Tech.* 1 (2008);
- ◆ “Heightened Securities Liability for Lawyers Who Invest in Their Clients: Worth the Risk?” *Texas Law Review*, February 2002, Vol. 80 No. 6