



## Aaron Pannell

Associate

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## Focus Areas

Litigation and Trials  
Discrimination and Harassment  
Investigations  
Unfair Competition and Trade Secrets  
Hiring, Performance Management and Termination  
Energy  
Hospitality  
Retail

## Overview

Aaron Pannell represents and advises businesses in a broad range of employment related matters. This includes defending employers before federal and state courts, and administrative agencies such as the EEOC and NLRB.

He provides advice and representation in defense of employers against claims arising under Title VII of the Civil Rights Act, the Texas Commission on Human Rights Act (TCHRA), the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Fair Labor Standards Act (FLSA), and the Family Medical Leave Act (FMLA).

Aaron also defends businesses against wage and hour disputes, breach of contract claims, noncompete claims, and other restrictive covenant claims. In addition, Aaron assists employers with advice and counsel for best practices on employment law matters, including employee handbooks and policies, hiring and terminations, investigations, accommodations, discrimination, harassment, and retaliation claims.

Aaron enjoys helping his clients navigate the complex legal system to achieve optimal results through personalized, cost-effective legal services.

## Professional and Community Affiliations

- Member, American Bar Association
- Member, Houston Bar Association
- Member, Houston Young Lawyers Association

## Education

J.D., Cumberland School of Law, Samford University, 2017

B.B.A., Mississippi State University, 2014, *cum laude*

## Bar Admissions

Texas

Tennessee

## Courts

U.S. Court of Appeals, 6th Circuit

U.S. District Court, Eastern District of Texas

U.S. District Court, Northern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, Southern District of Texas

U.S. District Court, Eastern District of Tennessee