



## Earl (Chip) M. Jones III

Shareholder

Co-Chair, Whistleblowing, Compliance and  
Investigations Practice Group

2001 Ross Avenue  
Suite 1500, Lock Box 116  
Dallas, TX 75201  
main: (214) 880-8100  
direct: (214) 880-8115  
fax: (214) 880-0181  
ejones@littler.com



---

## Focus Areas

Corporate Compliance and Ethics  
Investigations  
Whistleblowing and Retaliation  
Business Restructuring and M&A  
Workplace Safety and Health (OSHA & MSHA)  
Training - Compliance, Ethics, Leadership  
Financial Services  
Hospitality

## Overview

Earl “Chip” Jones is trained as an external auditor with a “Big Eight” accounting firm and has experience in both private practice and as a senior executive in a Fortune 200 company. The combination of his accounting and auditing background, litigation training and executive experience inside a large, publicly-traded company makes him uniquely qualified to identify solutions that will maximize value and reduce clients' exposure and risk.

Chip's legal career includes managing labor and employment law matters, creating and managing ethics, compliance and corporate social responsibility (CSR) reporting, programs, and initiatives, and conducting C-Suite investigations.

His clients and their boards rely on his experience to:

- Create and improve ethics and compliance programs
- Investigate and respond to allegations of misconduct by senior executives
- Conduct due diligence to spot material labor and employment law issues
- Manage current employees who are *qui tam* relators or have allegedly engaged in protected activity

- Help efficiently resolve or litigate workplace disputes

## Professional and Community Affiliations

- Member, Dallas Volunteer Attorney Program
- Member, Planning Committee, Corporate Counsel Institute, The University of Texas School of Law Continuing Legal Education
- Member, Corporate Recruitment Committee, Dallas Regional Chamber of Commerce
- Member, Dallas Speaker Planning Committee, Society of Corporate Compliance and Ethics

## Recognition

- Named, The Best Lawyers in America®, 2016-2020
- Fellow, *Texas Bar Foundation*
- Named, *Best Lawyers in Texas*, 2016
- Named, Attorneys Who Matter, *Ethisphere Institute*, 2016

## Education

J.D., Southern Methodist University, Dedman School of Law, 1994, *cum laude*

B.A., Hendrix College, 1985

## Bar Admissions

Texas

## Publications & Press

**Best Lawyers in America® 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

**Department of Justice Releases Guidelines for Effective Corporate Compliance Programs**

*Littler ASAP*

May 10, 2019

**Littler Shareholder Robert Friedman Appointed Austin, Dallas and Fayetteville Office Managing Shareholder**

*Littler Press Release*

January 2, 2019

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

**"Purloined Letters": Management Options When a Departing Employee Puts a Business Entity at Risk by Collecting Confidential Business or Personnel Information for Use in the Employee's Personal Litigation**

*Littler Report*

May 14, 2018

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**Ride the Whistleblower Wave**

*Corporate Counsel*

August 7, 2017

**Ruling CPA Not Whistle-Blower May Have Chilling Effect: Lawyers**

*Bloomberg BNA*

July 13, 2017

**Law Firms React to Growing Wave of Whistleblower Lawsuits**

*National Law Journal*

June 12, 2017

**Littler's Earl "Chip" Jones Recognized on the Ethisphere Institute's 2016 List of Attorneys Who Matter**

*Littler Press Release*

January 12, 2017

**OSHA Joins the SEC in Attacking Confidentiality and Other Provisions in Private Settlement Agreements**

*Littler ASAP*

September 19, 2016

**You're In Charge of Ethics and Compliance — Now What?**

*Law360*

September 14, 2016

**Taking a Closer Look at the New Federal Contractor "Blacklisting" Obligations**

*Littler Insight*

September 1, 2016

**The Best Lawyers in America® Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Littler Press Release*

August 16, 2016

**SEC Issues Cease-and-Desist Order Against Severance Agreement Clause Limiting Whistleblowers' Rights to Recover Bounty Awards**

*Littler Insight*

August 12, 2016

**Whistleblower Awards: SEC Under Pressure or Shifting Stances?**

*Business Insurance*

June 20, 2016

**Financial Rewards Hamper Internal Wrongdoing Investigation**

*Corporate Secretary*

June 14, 2016

**EEOC's Proposed (Anti) Retaliation Guidance: Is Your Whistleblower Response System Ready?**

*Littler ASAP*

February 11, 2016

**Fifth Circuit Holds Refusal to Accept Employee's Rescission of Resignation Can Be Considered Retaliation**

*Littler ASAP*

November 20, 2015

**SEC Report Indicates Whistleblower Program Going Strong**

*Littler ASAP*

November 18, 2015

**If Whistleblowers Snooze, They May Lose (Money)**

*Corporate Counsel*

November 8, 2015

**Appellate Court Ruling Leaves Compliance Officers Whistling in the Dark**

*Compliance Week*

September 22, 2015

**Second Circuit Rules Internal Whistleblowers Are Protected Under Dodd-Frank**

*Littler ASAP*

September 10, 2015

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Littler Press Release*

August 18, 2015

**More Carrot Than Stick Perceived in Anti-Corruption Regulation**

*Agenda*

May 4, 2015

**Fleet-Footed Investigations and Prompt Remedial Action: The New Normal**

*Littler Insight*

March 3, 2015

**Government's Message to Corporate America — "We Want Your Whistleblowers!"**

*Littler Insight*

October 13, 2014

**Warning to Rainmakers in Private Law Firms and Accounting Firms: SOX Now Says, 'Don't Shoot the Messenger'**

*Bloomberg BNA Corporate Law & Accountability Report*

May 9, 2014

**OSHA Issues New Rule for Food Safety Whistleblowers**

*Food Safety Magazine*

May 6, 2014

**Food Manufacturers Told to Prepare For FSMA Whistleblower Protection**

*Food Safety News*

March 7, 2014

**OSHA Issues New Rule for Food Safety Whistleblowers**

*Littler Insight*

February 21, 2014

**Mistakes and realities of implementing and executing effective compliance programs**

*InsideCounsel*

October 1, 2013

**Do Directors Have an Oversight Responsibility for Workplace Culture?**

*Corporate Board Member*

September 4, 2013

**Court Decision Narrows Protections for Whistleblowers**

*Compliance Week*

August 20, 2013

**Retaliation and Whistleblower Claims by In-House Counsel**

*Littler Report*

March 29, 2013

**Littler's Earl "Chip" Jones Named Office Managing Shareholder in Dallas**

*Littler Press Release*

January 10, 2013

**U.S. Department of Justice and SEC Release Long-Awaited Guidance on Foreign Corrupt Practices Act**

*Littler Insight*

November 16, 2012

**Mum's Not Necessarily the Word: NLRB Complicates Employers' Internal Investigations**

*Littler Insight*

August 14, 2012

**The "Bring Your Own Device" to Work Movement**

*Littler Report*

May 10, 2012

**Whistling While You Work**

*Workforce Management*

April 1, 2012

**Ethics Group Warns of 'Steep Declines' in Workforce Trust**

*Workforce Management*

March 20, 2012

**Recommendations for Employers After Increasing Levels of Workplace Retaliation Reported in National Survey**

*Corporate Compliance Insights*

February 24, 2012

**The 2011 Global Employer: Highlights of Littler's Fourth Annual Global Employer Institute**

*Littler Report*

February 15, 2012

**Increasing Levels of Workplace Retaliation Reported in National Survey**

*Littler Insight*

January 13, 2012

**8 ways SOX changed corporate governance**

*InsideCounsel*

January 1, 2012

**How to Tackle Problems Before the SEC Knocks**

*Ignites*

December 19, 2011

**Incorporating Compliance Into Corporate Culture**

*Law360.com*

December 14, 2011

**Whistleblower Claims? Get HR Involved Early, Labor Lawyer Says**

*TLNT*

November 16, 2011

**Hear the Whistle Blow: Is Your Company Prepared?**

*Bloomberg Law Reports*

November 14, 2011

**A Blue-Ribbon Panel Commissioned by the Ethics Resource Center Makes Bold Suggestions to Improve the Federal Sentencing Guidelines for Organizations**

*Littler Insight*

November 9, 2011

**Former Littler Shareholder Returns to Growing Dallas Office**

*Littler Press Release*

July 26, 2011

**Employment and Labor Law, Annual Survey of Texas Law**

*SMU Law Review*

2001-2006

**Compliance Matters, What Should You Be Doing to Build Better Compliance Policies**

*Corporate Legal Times*

September 2005

**Occupational Safety and Health Law**

*Texas Employment Law Handbook*

2001

**Recent Amendments to the Federal Rules of Civil Procedure and the Federal Rules of Evidence 38**

September/October 2000

**Speaking Engagements**

**Ethical Dilemma: In-House Counsel as Whistleblower**

Dallas Employer Conference

July 2018

**What Turns an Employee into a Whistleblower and Are Whistleblowers Good for an Organization?**

May 11, 2017

**Financial Services and Corporate Compliance**

New York, NY

November 30, 2016

**Moderator, The Rising Profile of Whistleblower Activity: Handling Response and Data Protection Concerns**

Ethisphere's Paris Ethics and Compliance Forum, Paris, France

October 13, 2016

**Moderator, Speaking Up and Prevent Scandal: The New Whistleblower Requirements**

Ethisphere's London Ethics and Compliance Forum, London, England

October 11, 2016

**Whistleblowers: The Challenges for In-House Counsel**

3rd Annual Government Enforcement Institute Forum, Houston, TX

September 29, 2016

**Top Labor and Employment Risk Areas**

Society of Corporate Compliance & Ethics 15th Annual Compliance & Ethics Institute, Chicago, IL

September 28, 2016

**Don't Get Burned, It's Still Very Hot: Managing Compliance**

ACC Corporate Counsel University, San Diego, CA

June 13, 2016



**Preparing for the Future: Strategic Planning for Legal and HR Departments**

May 4, 2016

**Corporate Compliance & Financial Services Update**

New York, NY

November 19, 2015

**Food and Beverage Industry Employers: Four Current Employment Law Challenges**

October 27, 2015

**2015 Houston Employer Conference**

Houston, TX

August 13, 2015

**Private Equity and Corporate Transactions: A Candid Discussion About Risk, Strategic Advantage and Successful Business Integration**

Dallas, TX

April 20, 2015

**When Social Media and Compliance Programs Collide: How to Mitigate Risk**

Ethics & Compliance Officer Association (ECO), Dallas, TX

March 19, 2015

**2014 Whistleblowing & Compliance Best Practices Update**

San Jose, CA

October 21, 2014

**Prevent Retaliation with a Speak-up Culture**

Ethics & Compliance Officer Association (ECO), Atlanta, GA

October 2, 2014

**The 2014 Charlotte Employer — International Edition**

Charlotte, NC

September 23, 2014

**Hiring, Employing & Firing — What In-House Labor & Employment Counsel and HR Executives Need to Know — A Play in Three Acts**

Dallas, TX

September 9, 2014

**Anti-Retaliation**

2014 East Coast Regional Conference - Society of Corporate Compliance and Ethics (SCCE), Washington, DC  
May 9, 2014

**Conducting Lawful Investigations — Key Issues for the Retail Sector**

November 21, 2013

**Ten Solid Ways to Prevent Retaliation**

Washington, DC  
October 8, 2013

**Whistleblowers and Retaliation: What Boards Need to Know**

New York, NY  
October 3, 2013

**Conducting Lawful and Effective Global Investigations**

Chicago, IL  
September 25, 2013

**Strategies for Dealing with the Whistleblower**

Tysons Corner, VA  
April 30, 2013

**The Athletic Department's Whistleblower Survival Guide: How to Minimize Risk and Promote a Culture of Ethical Conduct**

April 17, 2013

**Getting it Right: Strategies for Maintaining an Effective Corporate Ethics & Compliance Program**

Fairport, NY  
April 10, 2013

**Strategies for Dealing with the Whistleblower**

Chicago, IL  
December 6, 2012

**Corporate Compliance & Ethics for HR and In-House Counsel: What You Need to Know to Keep Your Company Out of the Headlines**

December 3, 2012

**Business or Pleasure: The Challenges of Bring Your Own Device Policies In The Workplace**

Information Systems Audit and Control Association, Dallas, TX  
November 8, 2012

**How to Assess and Mitigate the Risk of Misconduct Occurring and Not Being Reported**

Las Vegas, NV

October 15, 2012

**How to Keep Your CEO Out of Jail**

Littler Mendelson, Atlanta, GA

September 28, 2012

**Atlanta Employer Conference**

Atlanta, GA

September 28, 2012

**The 2012 Houston Employer Conference**

Houston, TX

August 2, 2012

**How to Keep Your CEO Out of Jail: What Every HR Professional and Employment Counsel Should Know About the Federal Sentencing Guidelines**

Littler Mendelson, Houston, TX

August 2, 2012

**Ethics Compliance – Effectively Dealing With Corporate Whistleblowers**

Columbus, OH

May 14, 2012

**How to Keep Your CEO Out of Jail: What Every HR Professional and Employment Counsel Should Know About the Federal Sentencing Guidelines?**

Littler Mendelson, Scottsdale, AZ

May 11, 2012

**Setting Tone at the Top and Mood in the Middle: Are Your Compliance Efforts Making a Difference?**

Littler Mendelson, Scottsdale, AZ

May 9, 2012

**Whistleblower Claims? Get HR Involved Early**

Ethics Point Webinar

March 20, 2012

**Conducting Lawful and Effective Investigations: Proper Responses to Allegations of Unethical Conduct in the Workplace**

Annual Meeting - Ethics and Compliance Officer's Association, Seattle, WA

September 2011

**Green Innovation in Business Network**

Environmental Defense Fund, Fayetteville, AR  
November 2010

**Sustainable Agricultural Partnerships**

American Business Conferences, San Francisco, CA  
August 2010

**Can “Big Food” Embrace Sustainable Agriculture?**

RiskMetrics, New York, NY  
December 2009

**Keynote Address**

Ag STAR National Conference - Baltimore, MD  
February 2009

**Books & Book Chapters**

- Employment & Labor and Workplace Health and Safety, *Chief Executive Legal Guide*, Chief Executive Research, 2012