



## Kimberly L. Kauffman

Associate

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### Focus Areas

Litigation and Trials  
Discrimination and Harassment  
Hiring, Performance Management and Termination

### Overview

Kimberly L. Kauffman defends clients in federal and state courts, arbitration, and before administrative agencies such as the U.S. Equal Employment Opportunity Commission (EEOC) and the Texas Work Commission (TWC) in employment law matters. Such matters include claims of discrimination, harassment, retaliation, and alleged violations of the Fair Labor Standards Act (FLSA) and the Family and Medical Leave Act (FMLA). Kim is also experienced in navigating the mediation process and negotiating settlements to help clients resolve matters both before and after a lawsuit has been filed.

In addition to her litigation practice, Kim advises clients on a variety of employment law-related issues, including termination decisions, performance management, and accommodation issues. Kim further assists clients by reviewing and drafting handbooks, policies, and employment agreements such as noncompete and nonsolicitation agreements.

Prior to joining Littler, Kim practiced employment law at law firms in Texas. She also served as an assistant attorney general in the Law Enforcement Defense Division of the Office of the Attorney General of Texas, where she represented state employees in lawsuits involving civil rights and obtained favorable outcomes for her clients during four federal jury trials.

### Professional and Community Affiliations

- Member, Board of Directors, Travis County Women Lawyers' Association, 2019-present
- Member, Austin Bar Association

## Recognition

- Named, Rising Star, Texas Employment & Labor: Employer, *Super Lawyers*, 2022

## Education

J.D., University of Texas School of Law, 2014

B.B.A., University of Texas, Austin, 2011, *With Highest Honors*

## Bar Admissions

Texas

## Courts

U.S. Court of Appeals, 5th Circuit

U.S. District Court, Eastern District of Texas

U.S. District Court, Southern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, Northern District of Texas

## Speaking Engagements

**Workplace Investigations: The Dos, The Don'ts, and the What Have You Done**

CenTexSHRM, Belton, TX

November 8, 2023