



## Kimberly L. Kauffman

Associate

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### Practice Areas

Litigation and Trials  
Discrimination and Harassment  
HR Advice and Counsel  
Arbitration  
Investigations

### 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 has experience advising clients on a variety of employment law-related issues, including termination decisions and performance management. Kim has further assisted clients in reviewing and drafting handbooks, policies, and employment agreements. She also conducts investigations for clients that involve a wide variety of workplace concerns.

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, 2019-2024
- Member, Austin Bar Association

## Recognition

- Named, Rising Star, Texas Employment & Labor, *Super Lawyers*, 2022-2024

## 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

## Events & Speaking Engagements

### **From Michael Scott to Bill Lumbergh: Legal Strategies for When a Manager Goes Rogue**

July 23, 2024

### **FLSA Basics & DOL Updates**

CenTexSHRM, Belton, TX

July 10, 2024

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

CenTexSHRM, Belton, TX

November 8, 2023