



Amy E. Beckstead

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BECKSTEAD TERRY PLLC
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- **Labor and Employment Counseling**
- **Labor and Employment Defense**
- **Workforce Training**
- **Investigations**

Amy assists employers in complying with the multitude of federal and state employment laws and is licensed in both Texas and California. She has guided employers through complicated employment matters, including reclassification of exempt employees to nonexempt positions, Department of Labor investigations and audits, and EEOC on-site investigations. Amy also is a litigator, defending employers in wage and hour class actions, wrongful termination, employment discrimination, retaliation, harassment and other employment-related lawsuits and arbitrations.

Significant Representations

- Advised employers on all aspects of employment law compliance, from hiring to termination, including M&A diligence and integration, compliance with the FCRA, state and federal wage-and-hour laws, state and federal leave and disability laws, state and federal anti-discrimination and harassment laws, and the WARN Act, and conducted in-depth audits of employer compliance with these laws
 - Represented several employers in class and collective actions brought by current and former employees relating to various wage-and-hour claims under Texas, California and federal labor laws
 - Drafted complex executive employment agreements and severance agreements, including severance agreements in connection with reductions-in-force
 - Obtained summary judgment and dismissal of a number of causes of action, including exempt misclassification claims, race, sex, age and disability discrimination, sex, age and race harassment, retaliation, wrongful termination, breach of implied contract and defamation
 - Successfully defended a four-week trial in which a plaintiff brought claims for wrongful termination, retaliation, sexual harassment, discrimination, breach of contract and defamation
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Education

J.D., University of Kansas Law School, 2001, graduated at top of class
B.A., *summa cum laude*, Kansas State University, 1998

Prior Experience

- DLA Piper, Partner, 2012-2014; Associate & Of Counsel, 2001-2011, San Diego & Austin offices
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Speeches and Articles

- Speaker, Austin Human Resource Management Association Annual Conference, *Handling the Thorny World of Employee Leaves*, August 2014
- Lecturer, University of Texas School of Law, *What Every Corporate Lawyer Needs to Know about Employment Contracts*, February 2014
- Presenter, Association of Corporate Counsel, *Protecting Company Resources: Non-Compete, Non-Solicit, and Confidentiality Agreements for Texas and Multi-State Employers*, August 2013
- Presenter, Association of Corporate Counsel, *The 2013 Employer: Employment Law Considerations in the Age of Social Media*, February 2013
- Panelist, *Beyond Brinker: Guidance on Meal and Rest Breaks and Employment Class Actions*, PLI Webinar, May 2012
- *Alternative Workers in a Global Workforce*, ABA Tort Trial and Insurance Newsletter, Fall 2013
- Contributing author to chapter in *Workplace Harassment Law*, BNA, 2011