

**LAURA C. EMADI**

Director

Labor & Employment

San Antonio

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lemadi@fennemorelaw.com**LAURA C. EMADI**

Laura C. Emadi is an attorney based in San Antonio, Texas, who represents management in all areas of labor and employment law in both federal and state courts. She advises employers in all areas of labor and employment law and defends employers on matters involving workplace discrimination, harassment, wage and hour compliance, wrongful termination, and employment litigation. Her experience includes litigating claims brought under Title VII of the Civil Rights Act of 1964, Americans with Disabilities Act, Age Discrimination in Employment Act, Family and Medical Leave Act, Fair Labor Standards Act, and state law equivalents in numerous states around the country.

Before focusing her practice on employment and labor law, Laura began her legal career in personal injury law at a firm in Austin, Texas. She later returned to San Antonio in 2018, where she practiced commercial and business litigation, representing companies in contract disputes, business torts, and complex civil matters.

Laura earned her Bachelor of Arts from the University of Virginia. After graduation, she moved to San Antonio and spent three years teaching middle school and high school math at a disciplinary school—an experience that strengthened her ability to problem-solve and advocate effectively for others. Laura earned her law degree from the University of Texas School of Law. During law school, she served as a senior law clerk for the Travis County Attorney's Office in its Criminal Appellate Division, gaining valuable courtroom and appellate experience.

EDUCATION

- J.D., University of Texas School of Law
- B.A., University of Virginia

AREAS OF PRACTICE

- Labor & Employment

REPRESENTATIVE MATTERS

Represented a major company defending against claims of racial discrimination and

- retaliation under Title VII, prevailed on a summary judgment motion dismissing all of plaintiff's claims, and ultimately prevailing on appeal before the 5th Circuit.

Defended a major company in claims brought by a current employee arguing racial discrimination and retaliation under Section 1981 and Chapter 760 of the Florida Statute, dismissing the retaliation claims as preempted under the LMRA, and ultimately prevailing on summary judgment on the plaintiff's remaining racial discrimination claim.

AWARDS AND HONORS

- Best Lawyers in America: Ones to Watch®, in Labor and Employment Law – Management and Litigation – Labor and Employment, 2026
- Top Labor and Employment Attorney, *San Antonio Magazine*, 2025
- Best Labor And Employment Lawyers, Scene in S.A. 2022 – 2024
- Rising Star San Antonio Lawyer, Scene in S.A., 2023 – 2024
- San Antonio's Outstanding Women Lawyers, Scene in S.A., 2022 – 2024
- Top Labor and Employment Attorney, San Antonio Magazine, 2022 – 2023
- Super Lawyers Rising Star, 2021 – 2022

ARTICLES AND PRESENTATIONS

- Co-Author, Dylan, "A Brave New World After *Hamilton v. Dallas County*," 110 Advocate 41, Spring 2025

PROFESSIONAL AND COMMUNITY ACTIVITIES

- Treasurer, Labor and Employment Law Section, San Antonio Bar Association, 2024-2025, 2025 – 2026
- Member, William S. Sessions American Inn of Court
- Member, Bexar County Women's Bar Association
- Member, San Antonio Bar Association
- Member, San Antonio Young Lawyers Association
- Fellow, Texas Bar Foundation

ADMISSIONS

- Texas
- U.S. District Courts, Eastern District of Texas
- U.S. District Courts, Northern District of Texas
- U.S. District Courts, Southern District of Texas
- U.S. District Courts, Western District of Texas
- U.S. District Courts, Western District of Wisconsin
- U.S. District Courts, Colorado
- U.S. Courts of Appeals, 5th Circuit