



LAUREN HOWELL

Associate

Labor & Employment

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Lauren Howell is an attorney in Fennemore's San Antonio office. She primarily handles employment and labor law matters, representing management in a wide variety of employment-related claims in both federal and state courts. She advises employers on workplace compliance, policies, and dispute resolution, and defends businesses in litigation alleging discrimination, retaliation, hostile work environment, wage and hour claims, and wrongful termination. She also handles select commercial litigation cases for the firm.

Lauren's commercial litigation experience includes handling cases involving construction disputes, breach of contract, partnership and joint venture disputes, nuisance and trespass, and other business-related matters. Before focusing her practice on employment and labor law, Lauren represented clients in commercial and civil litigation, counseled businesses on corporate compliance, and developed estate plans for small businesses and individuals. Her well-rounded background allows her to provide employers with practical and comprehensive legal solutions that align with their business objectives.

Lauren graduated cum laude from Texas A&M University in College Station in 2013, and completed the University of Houston Paralegal Certificate Program later that year. Before attending law school, Lauren worked as a civil litigation paralegal for five years in both Houston and San Antonio, gaining valuable firsthand experience in complex case management and trial preparation.

Lauren earned her law degree from St. Mary's University School of Law in 2021, where she distinguished herself as the Managing Executive Editor of the *St. Mary's Law Journal*, President of the Student Animal Legal Defense Fund, Secretary of the Oil, Gas and Energy Resources Law Society, in addition to being a member in multiple other campus organizations. Her Comment was selected for publication in the *St. Mary's Law Journal*, and she also served as a Research Assistant for Labor Law and Texas Civil Procedure, and a Teaching Assistant for courses in Labor Law, Administrative Law, Torts, Criminal Law, and Legal Writing. During law school, Lauren gained valuable practical experience through internships with Valero Energy Corporation, the Honorable Judge Craig A. Gargotta of the Western District of Texas, and multiple San Antonio law firms.

Prior to joining Fennemore, Lauren was an associate at a San Antonio-based law firm focused on labor and employment, construction, and business litigation.

EDUCATION

- J.D., St. Mary's University School of Law, *cum laude*
- B.A., Texas A&M University – College Station, *cum laude*
- Paralegal Certificate, University of Houston

AREAS OF PRACTICE

- Labor & Employment
- Business Litigation

AWARDS AND HONORS

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

ARTICLES AND PRESENTATIONS

- Co-Presenter, "Handling Employee Accommodations Requests," management-side training for corporate client, November 12, 2025
- Presenter, "The Paralegal's Power: Management Side Strategies in Employment Law," TAPS 2025 – Texas Advanced Paralegal Seminar, September 24, 2025
- Co-Author, "[The Future of Remote Work](#)," The State Bar Litigation Section Report – 110 Advocate 39, Spring 2025.
- Presenter, "The Future of Remote Work and Artificial Intelligence in the Law," Paralegal Division – State Bar of Texas CLE, April 30, 2025
- Author, "Alexa Hears with Her Little Ears – But Does She Have the Privilege?," 52 ST. MARY'S L.J. 837, 2021

PROFESSIONAL AND COMMUNITY ACTIVITIES

- Bexar County Women's Bar Association LEAD Academy, Class of 2026
- Secretary, Labor and Employment Law Section, San Antonio Bar Association, 2025 – 2026
- Board Member, BecomeOne, a 501(c)(3) nonprofit organization, 2025 – Present
- Member, San Antonio Bar Association, 2022 – Present
- Member, San Antonio Young Lawyers Association, 2021 – Present
- Volunteer, San Antonio Legal Services Association, 2021 – Present
- Volunteer, St. Mary's University School of Law Office of Career Strategy, 2021 – Present
- Member, Bexar County Women's Bar Association, 2023 – Present

- Member, Young Aggies of San Antonio, 2017 – Present
- Past Member, Texas Association of Defense Counsel, 2022 – 2024
- Past Student Member, The Honorable Larry E. Kelly Bankruptcy American Inn of Court, 2020 – 2021

ADMISSIONS

- Texas
- U.S. District Court, Eastern District of Texas
- U.S. District Court, Southern District of Texas
- U.S. District Court, Western District of Texas