



**Andrea Reed is an associate at Carrington Coleman working primarily in our litigation group.**

## Andrea C. Reed

### **Associate**

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P 214.855.3120

Andrea Reed works with diverse clients ranging from small businesses to multi-national companies, municipal entities, and nonprofit organizations in disputes related to labor and employment, contract and business matters, and with compliance and counseling. Andrea also works with our service and industry groups representing and advising clients in intellectual property and construction disputes. She has experience litigating in the Texas Business Court and state and federal courts nationwide.

Before becoming an attorney, Andrea spent a decade teaching in higher education and partnering with nonprofits. She brings this insider perspective and on-the-ground experience to her practice counseling nonprofits, public entities, and educational institutions to best navigate the unique legal issues they face.

### **Significant Matters**

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- Represented commercial tenant in dispute with landlord over liability for building repairs, securing a multi-million dollar award and all attorneys fees for client.
- Multiple wins defending against TROs in the Texas Business Court.

- Successfully settled lawsuit for partition of real property on behalf of heirs under the Texas Property Code's new cotenant buyout provision.
- Successfully represented general contractor to recover payment from owner of a large chain of gas station convenience stores.
- Represented and counseled fire suppression installation company through bankruptcy to help company continue serving customers in highly regulated industry.
- Represented private equity firm against demand from a former investor alleging failure to repay loan and distribute membership interests after sale of company.
- Successfully compelled multi-million dollar claims to arbitration in multiple-plaintiff case alleging trespass, property damage from negligent construction, hiring, and supervision, and deceptive trade practices.
- Successfully compelled to arbitration a claim against general contractor by subcontractor for breach of construction contract.
- Successfully represented national consumer company in pre-suit mediation against former employee alleging violation of the Americans with Disabilities Act and the FMLA.
- Secured win at summary judgment for employer against claims by former employee for race discrimination under Title VII, FMLA interference, and a hostile work environment.
- Regularly prepares Texas and multistate compliant employee handbooks for small, local business and large, national companies.
- Frequently represents clients in drafting nonsolicitation, nondisclosure, and intellectual property agreements for new and departing employees, as well as assisting with post-employment enforcement of such agreements.
- Represented numerous public and quasi-public entities in responding to Public Information Act requests and in securing opinion rulings from the Texas Attorney General.
- Counseled multiple non-profit organizations regarding their diversity initiatives after *Students for Fair Admissions*.

## Areas of Focus

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### Industries

- Digital Assets
- Non-Profit
- Real Estate and Construction
- Software, Technology, and Telecommunications
- Transportation and Infrastructure

### Services

- Litigation and Disputes
- Construction

- Employment
- Intellectual Property
- Noncompete and Trade Secrets
- Private Equity and Investments

## Education

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- SMU Dedman School of Law, J.D., 2020, cum laude
  - SMU Law Review Association, Managing Editor, Journal of Air Law & Commerce; Executive Board Member
  - Teaching Assistant for Legal Research, Writing, and Advocacy for Professor Ruth Cross (2018-2020)
  - Research Assistant for Professor Jenia Turner (2019-2020);
  - Dean's Scholarship Recipient; Phi Delta Phi Honors Society; Dean's List, Fall 2018
  - Jeffrey G. Miller National Environmental Law Moot Court competition, 2019; *Best Brief for Appellee*; *Quarterfinalist*
- Wake Forest University, MA, 2009, Communication
- Michigan State University, BA, 2007, International Relations

## Clerkships

Honorable Christine A. Nowak, United States Magistrate Judge, U.S. District Court, Eastern District of Texas, 2021-23

## Admissions

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- Texas, 2020
- U.S. District Court Eastern District Texas
- U.S. District Court Northern District Texas

## Speeches/Publications

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- Presenter, *Legal Hurdles for DEI Programming*, CLE, June 2024
- Speaker, *Overcoming New Hurdles: Attracting and Retaining Diverse Talent*, UNT Higher Education Conference, March 2024
- Author, *Space the Final Frontier for Negligence Suits - Why Commercial Space Operators Should Be Liable for Personal Injuries to Space Flight Participants*, 84 J. Air L. & Com. 477, 2019



## Outside of Work

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Andrea's interests include cooking, pickling, making ice cream, and playing mahjong. She also enjoys watching NBA and College basketball and is a big Kentucky fan.

