



Jordan Brownlow

Associate

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I enjoy the human element of employment practice. With a parent who works as an HR professional, I grew up seeing human resources from the company perspective. It is rewarding to help employers both comply with the law *and* create a productive workforce, where people can perform at the highest levels.

Jordan Brownlow focuses her practice on employment and workplace-related counseling, compliance, and litigation. She regularly drafts and negotiates employment contracts—including non-competition and severance agreements and those setting forth terms of employment. Along with the rest of the employment team, she is helping clients continue to navigate COVID-related issues such as returning to on-premises work, vaccine mandates, and OSHA requirements, among others.

Before coming to Carrington, Jordan also gained experience in general corporate litigation and opioid litigation, as well as fraud investigations and white-collar law—which continue to lend valuable insights to her employment work.

While extremely empathetic, after she listens, Jordan can quickly distill understandable emotion into formal legal terms and apply strong research and reasoning skills to create the strategy or argument that best serves the client.

Areas of Focus

Industries

- Health Care
- Hospitality
- Manufacturing
- Professional Services
- Software, Technology, and Telecommunications

Services

- Employment
- Litigation and Disputes
- Noncompete and Trade Secrets
- Health Care

Education

- Southern Methodist University, Dedman School of Law, J.D., 2020, magna cum laude
 - SMU Law Review, Student Editor
 - SMU-in-Oxford Study Abroad, Summer 2018, University College, Oxford, UK
- Texas A&M University, B.A., Political Science and Gender Studies, 2017, cum laude
 - Phi Beta Phi
 - Maggies Women's Leadership Organization

Admissions

- Texas, 2020

Speeches/Publications

- Author, *Water and Oil Don't Mix: The Need to Remove the Drilling or Exploration Exemption in Texas*, *Energy Law Advisor* (2020).

Outside of Work

I grew up on a ranch in south Texas, way out in the country. It was primarily an 'oil ranch,' but my fiancé's family is one of the original ranching families in Texas, and theirs is a working ranch with cattle, sheep, goats, and other



livestock. So, I guess you could say Texas employers—and in particular that work ethic and those values—are in my DNA. I also recently got a dog, a German Shorthaired Pointer named Jazz, and I am obsessed with her.

