



Laura Jordan

Partner

St. Louis
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PRACTICES

- Human Resources Law
- Immigration

EDUCATION

- Washington University School of Law, J.D., 1999, Journal of Urban and Contemporary Law
- Illinois Wesleyan University, B.A., magna cum laude, 1996

ADMISSIONS

- Illinois
- Missouri
- Illinois USDC, Central District
- Illinois USDC, Northern District
- Illinois USDC, Southern District
- Indiana USDC, Northern District
- Missouri USDC, Eastern District
- Missouri USDC, Western District
- US Ct Appeals, 7th Circuit (IL, IN, WI)
- US Ct Appeals, 8th Circuit (Covers AR, IA, MN, MO, NE, ND, SD)
- Wisconsin USDC, Eastern District

AFFILIATIONS

- American Bar Association, Member, Federal Labor Standards Legislation Committee
- American Immigration Lawyers Association
- Bar Association of Metropolitan St. Louis, Chair, Labor and Employment Law Section, 2005

Laura provides high-level strategic human resources counseling to executives and HR managers on the challenging legal questions that crop up during every phase of employment, including hiring, leaves of absence, immigration, ADA accommodations, terminations and any resulting litigation. Her practical, highly responsive advice helps employers respond to disruptive personnel-based incidents and minimize litigation exposure so they can get back to the job at hand: Achieving success for their organizations.

Laura is also particularly experienced in a wide variety of business immigration matters including obtaining nonimmigrant H-1B (workers in specialty occupations), L (intra-company transferees), TN (Canadian and Mexican citizen professionals) visas, and immigrant visas for persons seeking employment-based permanent residency (green card).

Laura serves as primary outside employment counsel to employers across the country, from major financial institutions and large manufacturing operations to small nonprofit organizations. She provides guidance on the full range of state and federal employment laws affecting employers and helps them navigate sensitive terminations, workplace accommodations and larger reductions in force. Laura also helps employers craft executive agreements that limit conflict with valuable potential hires and still protect the company's interests.

When employers face potential lawsuits, Laura draws on her nearly two decades of litigation experience to represent them in state and federal courts in the St. Louis area and beyond. She has extensive jury trial experience, and has developed a special focus in the area of wage and hour class litigation, where her team has won significant rulings.

From several long-term secondments at a global agribusiness and a health care services company, Laura knows firsthand what in-house counsel need from their outside legal providers: efficiency, responsiveness and

- Illinois State Bar Association
- Missouri Bar Association

EMPLOYMENT

- Thompson Coburn LLP
Partner, 2008-Present
Associate, 1999-2007

COMMUNITY

- C.H.A.M.P. Assistance Dogs,
Volunteer, 2013-Present
- Illinois Wesleyan University,
Council for IWU Women
- FOCUS St. Louis, Leadership St.
Louis Class of 2012-2013

practical solutions that provide a clear roadmap for difficult HR decisions.

Laura is a member of Thompson Coburn's Management Committee and the chair of the Firm's Women's Initiative.

Recognitions

- Named by BTI Consulting as a 2017 Client Service All-Star for Labor & Employment
- Listed in "Chambers USA" for Labor and Employment in Missouri; St. Louis & Surrounds, 2017-2022 (by Chambers & Partners)
- Listed in The Best Lawyers in America (by BL Rankings), 2013-2023
- Listed in Missouri & Kansas Super Lawyers (by Thomson Reuters), 2013-2021
- Named Lawyer of the Year for Litigation-Labor & Employment in St. Louis by Best Lawyers (by BL Rankings), 2013
- Included in Missouri & Kansas Super Lawyers Rising Stars list (by Thomson Reuters), 2009, 2011-2012
- Missouri Lawyers Weekly
 - Up & Coming Lawyers, 2009

Presentations

- "FLSA Freefall: An In-Depth Look at the Latest Wage & Hour Law"; Thompson Coburn HR Seminar, March 2015
- "Developing Mentor Relationships"; Council for IWU Women Summit, February 2015
- "Performance Enhancements!: Guns and Drugs in the Workplace"; Thompson Coburn HR Seminar, March 2014
- "Looking Forward But Watching Your Back: Wage and Hour Compliance Rules and Tools to Avoid the Tide of Class Litigations"; Thompson Coburn HR Seminar, March 2013
- "The Most Effective Employment Mediation Advocacy"; Missouri Bar Employment Litigation CLE, June 2012
- "The New Piece of the Puzzle: Sexual Orientation and Same Sex Partnerships"; Missouri Society of Human Resources Management, September 2011
- "Application of the ADA Amendments Act to Common Workplace Issues"; Missouri State Employee Retirement System HR Conference, September 2011