



**Laura Noble | Managing Partner**

Laura has over 25 years of diverse legal experience including civil litigation, negotiation, counseling and consulting. Laura's passion is offering clients powerful representation on employment law issues and leading her firm in an authentic, empathetic and inclusive way.

The Noble Law is a recognized leader in employment law. Laura was honored as a Top 50 Super Lawyer in 2020 and 2021. Last year, she was named One of America's Top 100 High Stakes Litigators and added to the North Carolina Lawyer's Weekly Power List.

The Firm's goal is to level the playing field for employees. We work to deliver outcomes with integrity and empathy for the client's journey. Our success is measured by delivering positive impacts for our clients and serving as a catalyst for changes in employment law and society as a whole.

Laura developed this conviction from her own legal background and experiences. After graduating from University of Maryland Law, she moved to New York City and worked as a prosecutor in one of the largest and most challenging District Attorney's offices in the county. Laura then worked with a sizable civil litigation firm in Manhattan before moving to a nonprofit in a general counsel and advocacy role.

All of these experiences were valuable and influenced her her ultimate calling - running her own firm. Laura began The Noble Law in 2009 with the goal of providing exceptional employment law representation to individuals. Her clients know that she genuinely cares about them and will work diligently to achieve the best possible outcomes on their behalf. Laura is a seasoned litigator and enjoys the excitement of this work as well as the satisfaction that comes from providing outstanding representation to her clients.

Laura is also dedicated to modeling what is fair and right in the workplace. Laura and her firm are committed to improving the experience of those who work in legal services as well as giving back to the community. The Firm works to accomplish both by consistently measuring its workplace culture and satisfaction and engaging in with our community in a meaningful way.

#### ABOUT NOBLE LAW

The Noble Law, a women-owned practice, is a recognized leader in employment law with offices in New York, North Carolina, and South Carolina. Our goal is to level the playing field for employees. We work to deliver outcomes with integrity and empathy for the client's journey. Our success is measured by delivering positive impacts for our clients and serving as a catalyst for changes in employment law and society.



**Laura Noble** is available to speak on the following topics,  
or she can tailor a topic to your audience as needed.

#### **Time And Money: Handling Wage and Hours Issues**

Wage and hour issues are some of the most misunderstood concepts in the workplace, and a misunderstanding can lead to serious consequences for employers. For example, misclassifying employees and failing to pay appropriate overtime can cost a company thousands, sometimes hundreds of thousands, in judgments, fines and attorneys' fees. In this program, Ms. Noble will educate employers about key state and federal wage and hour laws, the standards for determining independent contractor status, and essential factors for determining exempt versus non-exempt.

#### **A Baker's Dozen: Employment Laws You Need To Know:**

The employment law world is full of acronyms like ADEA, ADA, PDA, OWBPA, USERRA, FMLA, FLSA, and more! In this program, you will learn the basics of the fundamental employment laws that govern employment practices in the United States. From age and pregnancy discrimination to sexual harassment and wage violations, discover the latest employment law developments and how to implement them in the workplace. Effective and complaint policies will improve your employee relationships and reduce your litigation risk.

#### **Handling Employment Leave of Absences**

This insightful program will teach you how to navigate the often confusing and conflicting standards around employee leaves of absence in the workplace. Learn how to establish policies that enable you to properly respond to requests for family & medical leave (FMLA), leave related to physical and mental health disability, short and long-term disability and worker's compensation leave.

#### **Maximizing the Value of Internal Investigations**

In this program, participants will learn the importance of doing internal investigations effectively, whether you are dealing with employee misconduct such as fraud or theft, an internal whistleblower complaint or an EEOC charge. Explore the benefits of having an neutral third party conduct an investigation and how it's money well spent.

#### **The Cure For Separation Anxiety**

Reviews, warnings, discipline, suspensions and termination... is there anything in the workplace that causes more anxiety? In this session, learn how to ease these areas of anxiety and explore the importance of documentation, how to structure severance packages and separation pay, and how to handle the exit interview.