

Devon D. Sharp



Shareholder [Dallas](#)
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Education

J.D. from Baylor University School of Law
B.A. from Louisiana State University *summa cum laude*

Bar Admissions

Texas
United States Court of Appeals for the Fifth Circuit
United States District Court for the Eastern, Northern,
Southern and Western Districts of Texas

Related Practices

Labor & Employment
Covenants Not to Compete
Employment Litigation
FLSA
OSHA
Trade Secrets
Litigation
Insurance Litigation

Related Industries

Insurance
Manufacturing
Technology & Telecommunications

Overview

Devon Sharp is a trusted counselor and litigator with a proven track record of advising and defending companies of all sizes and types. Devon's practice focuses on employment law and business litigation.

On the employment law side, Devon advises and advocates for employers at all stages of the employment relationship. She defends employers in litigation and arbitration matters and in administrative proceedings before the Equal Employment Opportunity Commission (EEOC), the Texas Workforce Commission (TWC), the Department of Labor (DOL), the Occupational Safety and Health Administration (OSHA) and other state and federal agencies. She reviews and updates employer policies and procedures, conducts customized management and employee training programs, prepares employment and separation agreements and provides advice and counsel on personnel matters and litigation avoidance. She also regularly counsels employers and executives on non-compete agreements and the protection of confidential information and trade secrets.

On the business litigation side, Devon represents companies in a wide range of commercial disputes in both state and federal court and in arbitration, with the goal of achieving the most favorable resolution possible for her clients and enabling them to focus on their core business. Devon's litigation experience covers a wide array of industries, including telecommunications, manufacturing, real estate and transportation.

Devon serves as Co-Chair of the Firm's Women's Initiative Group, and as an active member of Attorneys Serving the Community (ASC), a volunteer organization made up of female lawyers, judges and law students from across the Dallas-Fort Worth, Texas area. ASC's mission is to

Transportation

support local nonprofit organizations whose programs benefit women, children and families.

Achievements

Thomson Reuters –Texas Rising Stars (2011-2019)

Texas Bar Foundation - Fellow (2019)

Memberships

Attorneys Serving the Community (5K Committee Co-chair, 2010 – Present; Meeting Arrangements Committee Co-chair, 2010 – 2013; Luncheon Arrangements Committee Co-chair, 2013 – 2014, 2015 – 2016; Charity Selection Committee Co-chair, 2013 – 2014)

Dallas Bar Association, Appellate Law, Business Litigation, and Labor and Employment Law Sections

DallasHR

Dallas Summer Musicals Associate Producers (Board of Directors, 2010 – Present; Events Co-chair, 2011 – 2012; Vice President, 2013; President-Elect, 2014; President, 2014 – 2015; Chairman, 2015 – 2016)

State Bar of Texas, Appellate Law, Labor and Employment Law and Litigation Sections

Texas Bar Foundation

Experience

Employment Litigation

Represented two large owner/operators of fitness clubs in connection with claims of race discrimination and retaliation by a former employee. Guided clients through the EEOC charge process, then defended clients in a lawsuit filed by the former employee. Obtained a quick dismissal for one client and a favorable settlement for the other client after filing a motion for summary judgment based on a complex statute of limitations argument.

Breach of Contract

Obtained \$7.5 MM jury verdict for two student loan servicing companies for breach of a Master Services Agreement and Statements of Work.

OSHA Investigation

Represented a real estate developer in an investigation by the Occupational Safety and Health Administration (OSHA) into an accident and resulting fatality on our client's construction site. Guided client through the OSHA investigation process and defended our client's rights and interests in communications with OSHA. OSHA ultimately closed its investigation without issuing any citations.

Property Damage Litigation

Represented multiple telecommunications companies over the years in cases involving damage to the companies' networks of underground fiber-optic cables.

Workplace Investigation

Conducted an independent workplace investigation regarding allegations of harassment and retaliation. The investigation included interviews of multiple employees and concluded with a written report and discussions with our client's HR director and outside counsel regarding conclusions, recommendations and best practices going forward.

DOL Investigation

Represented a manufacturer in investigation by the Department of Labor (DOL) into a claim of non-compliance with the Family and Medical Leave Act (FMLA). Guided our client through the investigation process and assisted in gathering documentation and information requested by the DOL. Negotiated a favorable resolution on our client's behalf that included no fees or penalties.

Newsroom

Press Release: 3 Munsch Hardt Attorneys Elected as Fellows of the Texas Bar Foundation

Press Release: 14 Munsch Hardt Attorneys Named on the Super Lawyers 2019 Rising Stars List

Article: Texas Lawyer Features Article from Shareholder Devon Sharp on LGBTQ Rights

Newsletter: Austin Paid Sick Leave Ordinance

Press Release: Munsch Hardt Appoints Nolan Knight, Michael Krywucki as Leaders of Firm's Diversity Committee

Press Release: Twelve Munsch Hardt Attorneys Named to 2018 Texas Rising Stars List

Speech: Employment Law Update

Press Release: Nine Munsch Hardt Attorneys Recognized as 2017 Rising Stars by Thomson Reuters

Press Release: Seven Munsch Hardt Attorneys Recognized as 2016 Texas Super Lawyers Rising Stars

Press Release: Munsch Hardt Attorneys Recognized by Super Lawyers as 2015 Rising Stars

Press Release: Munsch Hardt Litigation Attorney Promoted to Shareholder

Article: Updates to OSHA's Reporting and Recordkeeping Requirements

Speech: End-of-Year Labor & Employment Seminar

Speech: Workplace Harassment: The Distinction Between Rude and Unlawful Behavior

Speech: Discrimination, Harassment and Retaliation: Awareness and Prevention

Article: Supreme Court Sides with Employers in Contraception Mandate Case

Press Release: Munsch Hardt Attorneys Recognized as 2014 Rising Stars by Super Lawyers

Speech: View From the Top: U.S. Supreme Court Update

In The News: Worker Deaths Not 'Occurrence' Under Okla. Law, Insurers Say

Speech: The Fair Labor Standards Act: Why Your Clients Cannot Afford To Ignore It

Speech: The Dos and Don'ts of Hiring and Firing

Newsletter: March Employment Insights

Press Release: Thomson Reuters Names Munsch Hardt Attorneys 2013 Rising Stars

Article: U.S. Supreme Court Docket – Cases to Watch

Speech: Update on Texas Non-Competition Law

Speech: VP On A Forklift: Wage & Hour Regulations

Speech: Employment & Labor Issues for Oil & Gas

Press Release: Four Munsch Hardt Attorneys Named Texas Rising Stars

Press Release: Munsch Hardt Attorneys are Named Rising Stars

Press Release: Four Munsch Hardt Attorneys Honored by DAYL Foundation

Press Release: Munsch Hardt Attorneys Persuade Federal Judge to Declare State Statute Unconstitutional