



Laura Hoffman Lorensen

Member

Charleston Office

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Laura Hoffman Lorensen is a Member in the Labor & Employment practice group. She practices out of the Firm's office in Charleston, West Virginia.

As a labor and employment lawyer, Laura focuses on counseling employers and defending matters in state and federal court with respect to claims of discrimination, harassment, retaliation, wage and hour, and breach of contract. She has defended cases involving a variety of claims under Title VII of the Civil Rights Act, the Americans with Disabilities Act, the Fair Labor Standards Act, the Family and Medical Leave Act, the West Virginia Human Rights Act, the West Virginia Patient Safety Act, and more. She also represents employers in administrative proceedings before various government agencies, such as the EEOC, the West Virginia Human Rights Commission, and Workforce West Virginia.

Additionally, Laura represents employers on labor relations, including counseling on union representation matters (e.g., elections and collective bargaining negotiations), handling unfair labor practice charges before the National Labor Relations Board, and defending employers in federal court against claims brought under the Labor Management Relations Act.

Much of Laura's practice also includes working with clients on best practices to prevent employment problems and to achieve organizational goals.

Laura joined Jackson Kelly after working as a Senior Law Clerk to the Honorable Thomas E. Johnston, Chief Judge of the United States District Court for the Southern District of West Virginia. She earned her Juris Doctor from West Virginia University College of Law, where she was a member of the Law Review and the General Litigation Clinic. Prior to attending law school, she earned a Bachelor of Science in Business Administration with a major in accounting from West Virginia University.

In her spare time, Laura enjoys spending time with her husband and two daughters, traveling, running, and cheering on the Mountaineers.

Awards

- West Virginia *Super Lawyers*® *Rising Star* for Employment Lit: Defense (2024)

Work History

- Jackson Kelly PLLC (2020-Present)
- Honorable Thomas E. Johnston, Chief Judge, United States District Court for the Southern District of West Virginia, Senior Law Clerk (2018-2020)
- Kay Casto & Chaney, PLLC, Associate (2016-2018)
- Honorable Thomas C. Evans, III, Fifth Judicial Circuit for the State of West Virginia and the West Virginia Business Court, Law Clerk (2015-2016)

Practices

- Labor & Employment
- Litigation
- Media
- Intellectual Property & Licensing

Education

- West Virginia University College of Law (J.D., 2015)
 - CALI Award of Excellence: E-Discovery
 - *West Virginia Law Review*, Associate Editor
 - WVU Clinical Law Program, Student-Attorney
 - Social Chair WVU College of Law Class of 2015, Officer
 - Alternative Dispute Resolution Society, Member
 - National Society of Collegiate Scholars, Member
 - Phi Sigma Theta National Honor Society, Member
- Lomonosov University - Geneva, Switzerland (International Trade Law Study Abroad Program , 2013)
- West Virginia University (B.S.B.A. in Accounting, 2012)
 - Honors College Scholar
 - President's List
 - Dean's List

Admissions

- West Virginia (2015)
- U.S. District Court, Southern District of West Virginia (2015)
- West Virginia Supreme Court of Appeals (2015)
- Supreme Court of Virginia (2016)
- U.S. District Court, Northern District of West Virginia (2018)

Professional Organizations

- Defense Trial Counsel of West Virginia
- West Virginia State Bar Association
- Virginia Bar Association

Speaking Engagements & Publications

Speaking Engagements

- Co-presenter with David A. Barnette, West Virginia Broadcasters Association EEO Seminar (2024)
- Co-presenter with David A. Barnette, West Virginia Broadcasters Association Spring Meeting, "Keeping It Legal: EEO and Other Topics for Broadcasters" (2023)

Publications

- Co-Presenter with Wendy Adkins, "Employment from Start to Finish," "Employee Leave and Accommodations," "Wage and Hour Basics," and "Workplace Discrimination and Harassment," LEAD Manager Training Program, Embassy Suites, Charleston, WV October 30, 2024.
- "Keeping It Legal: A Guide for Broadcasters," Tenth Edition (2023)
- "Discovery of Former and Subsequent Personnel Records in Employment Litigation," Defense Trial Counsel of West Virginia Annual Notebook (2022)
- Practical Law: *West Virginia Employee Privacy Laws*, Thomson Reuters

- CourtWatch contributor for West Virginia Chamber of Commerce

Representative Decisions

Representative Decisions

- *Katrib v. Herbert J. Thomas Mem'l Hosp. Ass'n*, 247 W. Va. 763, 885 S.E.2d 894 (2023) (affirming dismissal of common law and statutory claims related to the suspension of a physician's privileges based upon a bankruptcy discharge and injunction)
- *Pajak v. Under Armour, Inc.*, 246 W. Va. 387, 873 S.E.2d 918 (2022) (answering certified question under West Virginia Human Rights Act in favor of defendant employer)