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### **Justin Markel – Equity Shareholder**

Justin Markel is an Equity Shareholder and Practice Head for the RMWBH Corporate Section. Justin is board certified in Labor and Employment Law by the Texas Board of Legal Specialization. With more than a decade of solid experience, Justin advises clients regarding corporate, securities, commercial, and employment law. He assists with entity formation and reorganizations, joint ventures, corporate acquisitions and dispositions, private placements, loan transactions, and commercial agreements. Justin also counsels employers regarding discrimination issues, wage-and-hour issues, employee leave issues and employee accommodation requests. He also prepares, reviews and revises employee handbooks, policies, employment agreements, and noncompete agreements on behalf of employers.

Justin services a wide range of clients. Whether he is assisting a small business with day-to-day business issues or negotiating a purchase agreement for a \$100 million corporate acquisition, he is equally passionate about providing top-notch client service. With every transaction, Justin strives to protect his clients' interests in an efficient manner, and he finds it very satisfying to help clients achieve their business goals. Justin earned a Bachelor of Science degree in finance from Indiana University in 2007 and earned his Juris Doctor in 2010 from South Texas College of Law. Super Lawyers recognized Justin as a "Rising Star" in 2019 and 2020.

#### **Practice Areas**

Corporate Transactions and Outside Counsel  
Labor and Employment

#### **Education**

J.D., summa cum laude, South Texas College of Law, 2010

- Member, South Texas Law Review
- Transactional Law Practice Certificate
- Cali Excellence Award: Civil Procedure, Property I, Torts II, Employment Law, ERISA, and Texas Pretrial Procedure

B.S., Kelley School of Business at Indiana University, 2007

#### **Awards and Certifications**

Board Certified – Labor & Employment Law, Texas Board of Legal Specialization  
Texas Rising Stars for 2015 - 2017

#### **Affiliations**

Member, The College of the State Bar of Texas  
Member, American Bar Association

Member, Houston Bar Association  
Member, Garland Walker American Inn of Court

**Bar Admissions**

State Bar of Texas  
United States District Courts for the Northern, Eastern, Southern, and Western Districts of Texas

**Publications**

*Taking Off the Kid Gloves: Avoiding Familial-Status Discrimination in Community Associations*, RMWBH Community Association Newsletter (April 2017)

*New Fair Housing Regulations Potentially Expand Community Associations' Liability for Harassment*, RMWBH White Paper (October 2016)

*The DOL Limits "White Collar" Overtime Exemptions, Employers Must Revisit Pay Practices* (co-authored with Clayton Hearn), ACA of Texas, Southwest Collector Connector (July 2016)

*New Compensation Thresholds in FLSA White Collar Exemptions*, RMWBH Employment Law Alert (June 2016)

*Religious and Cultural Diversity Practices in Community Associations* (co-authored with Mia Lorick), Community Association Living, Austin CAI (2nd Quarter 2016)

*Keeping Your Independent Contractors Truly Independent*, RMWBH White Paper (2016)

*Can Employees "Open Carry" Handguns at Work?*, RMWBH Employment Law Alert (June 2015)

*Beware of Disparate-Impact Liability*, RMWBH Fair Housing Alert (June 2015)

*Employees are Given New Rights to Use Employers' Email Systems*, RMWBH Employment Law Alert (February 2015)

*Houston's New Equal Rights Ordinance*, RMWBH Fair Housing Alert (January 2015)

*Fair Housing Compliance: Reasonably Accommodating Disabled Homeowners and Avoiding Retaliation* (co-authored with Laura Alaniz),



AUSTIN | DALLAS | FORT BEND | HOUSTON | SAN ANTONIO

Community Association Living, Austin CAI (1st Quarter 2013)

*Efficacy of Contractual Solutions in the Interstate Enforcement of Covenants Not to Compete*, 51 S. Tex. L. Rev. 783 (2010)