



Laura E. De Santos

PARTNER

Houston

713.490.4821

ldesantos@grsm.com

RELATED SERVICES

- Employment
- Pharmaceutical & Medical Device
- Insurance
- Product Liability
- Commercial Litigation
- Trial Practice

OFFICES

- Houston
- Austin

OVERVIEW

Laura De Santos is Managing Partner of the Houston office. She has extensive experience representing corporate clients in state and federal courts in Texas and throughout the United States. In addition to her trial experience, she defends clients in arbitration and administrative proceedings, as well as all forms of alternative dispute resolution, including mediations.

Laura represents employers on matters involving discrimination, wrongful termination, harassment, and retaliation brought under state and federal statutes, including for example Title VII, FMLA, ADA, FLSA, ADEA, USERRA, and the state Workers Compensation Act. She provides employee and management training on a variety of issues, including equal employment and anti-harassment policies, hiring policies and practices, and implementing and applying progressive discipline policies.

Laura also enjoys working closely with clients to provide advice and counsel on applying personnel

policies, harassment investigations, wage and hour audits and representing employers before administrative agencies, such as the TWC, EEOC, and DOL.

Laura has also represented pharmaceutical and medical device manufacturers and has tried numerous cases of serious injury to verdict. She has handled numerous matters involving consumer products that include lamps, ladders, over-the-counter medications, and paint products, as well as insecticide and pesticide products. She has also been involved in automotive cases on allegations of faulty repairs or maintenance claims. She has been involved in all aspects of tort litigation management and handling, including discovery, document management, settlement evaluation and negotiation, and expert witness development. She has participated in the briefing and presentation of dispositive motions and appeals, including a number that have had important impact on the issues of removal jurisdiction, federal preemption, and the reliability of expert opinion.

Laura's experience also includes assisting clients with media relations. She is fluent in Spanish and is a member of the Employment Law Group and Drug and Medical Device group at GRSM.

PRESENTATIONS

- Navigating Employment Discrimination Claims: A Fireside Chat with Employment Keynote Speaker EEOC General Counsel Karla Gilbride, GRSM Legal Education Conference, New York, NY, May 2024
- What to Expect on Your Way to Trial: Everything from Last-Minute Settlement Efforts Through Trial, GRSM Legal Education Conference, Hartford, CT, April 2024
- Getting to the Finish Line as a Winner: Tools for Successful Case Resolution in 2023, GRSM Legal Education Conference, New York and Hartford, May 2023
- The Changing Landscape of EPL Claims Due to COVID-19, RIMS Houston Chapter Conference, July 2022
- Countering the #MeToo Backlash: Enlisting Men to Become Ambassadors for Change, Women in Legal & Corporate Diversity Summit, March 2020
- #METOO 2.0: The Next Phase, GRSM Legal Education Conference, Chicago, New York and Hartford, 2019
- #METOO – Navigating Sexual Harassment Claims in the Aftermath of Weinstein, GRSM Legal Education Conference, New York and Hartford, May 2018

CREDENTIALS

Admissions

- Texas
- U.S. District Court, Southern, Northern, Eastern and Western Districts of Texas
- U.S. Court of Appeals, Fifth Circuit

Memberships

- Texas Bar Association
- Houston Bar Association
- Hispanic National Bar Association
- DRI-The Voice of the Defense Bar, Drug & Medical Device Committee
- International Association of Defense Counsel
 - IADC Board of Directors, 2016-2019
 - Chair IADC Membership Committee, 2009-2011
 - Vice-Chair IADC Membership Committee, 2007-2008
 - Chair of Diversity Committee, 2006-2007
- The Foundation of the IADC, Board of Directors, 2012-2017

Education

- J.D., University of Houston Law Center, 1995
- B.A., University of Texas at Austin, 1992

Honors

- *Who's Who Legal Thought Leader: USA*, Life Sciences – Product Liability Defense, 2023
- Top Rated Lawyer-AV® Preeminent™, Martindale-Hubbell
- *Best Lawyers in America*® distinction in Product Liability Litigation – Defendants (2022-2025)
- *Who's Who Legal International: Product Liability Defense Lawyers* (2011-2012)
- *Super Lawyers*® Rising Stars distinction in Personal Injury Defense: Products and Civil Litigation Defense (2008 – 2010)

Languages

- Spanish