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## Spencer Fane Brings on Experienced Labor and Employment Partner in Houston

Spencer Fane LLP is pleased to announce [Laura Alaniz](#) joined the Labor and Employment practice group as a partner in the firm's Houston office.

Laura supports her clients as an experienced adviser and proven litigator in all aspects of labor and employment law. Her practice focuses on assessing and addressing regulatory and compliance issues aimed at the prevention of unnecessary and costly claims, regularly counseling clients regarding hiring and terminating employees, leaves of absence, layoffs, unemployment compensation, and employment handbooks and policies, in addition to conducting or coordinating beneficial employee and management training programs. Her experience also includes drafting effective and legally binding employment contracts, nondisclosure agreements, and anti-competition / hiring / solicitation agreements aimed at attracting and retaining high-quality employees.

As a litigator, Laura utilizes her broad experience to help clients avoid litigation and minimize risk while strongly positioning them to defend against associated claims made against employers.

"Our firm remains committed to helping employers of all sizes navigate a dynamic employment environment in a manner that helps maintain successful operations," said [Brian Zimmerman](#), Office Managing Partner for Spencer Fane in Houston. "As the needs of our clients increase, we must continue to align our resources with that growth in an effort to provide efficient and cost-effective legal services. We look forward to Laura's contributions to reinforcing these ideals."

Laura completed her undergraduate studies at the University of Texas and earned her Juris Doctor from the Baylor University School of Law. She is Board Certified in

Labor and Employment by the Texas Board of Legal Specialization.