



**Linda M. Irby, SHRM-SCP<sup>SM</sup>**  
**EXECUTIVE VICE PRESIDENT**  
**CHIEF HUMAN RESOURCES OFFICER**

**AREAS OF RESPONSIBILITY**

- Provide strategic direction and oversight of Human Resources initiatives in support of the Bank's strategic objectives
- Primary service and initiatives include recruiting and retention, compensation, employee relations and employee engagement, culture, leadership and development
- Facilitate HR initiatives between the Bank and Hilltop Holdings shared services

**PROFILE**

- More than 30 years of management experience in human resources, mostly in Financial Services, with a period of time in oil and gas and architectural and engineering consulting
- Joined PlainsCapital Corporation in 2003

**EDUCATION**

- B.S. and M.S. in business administration, Oklahoma State University

**CURRENT AFFILIATIONS**

- Southern Methodist University Cox HR Advisory Board
- Southern Methodist University Cox HR Roundtable
- Dallas Chamber of Commerce Executive Women's Roundtable
- Society for Human Resources Management
- Dallas HR
- World at Work Total Rewards Association
- North Texas Compensation Association

## BIO OF VALERIE FREEMAN

Valerie Freeman is the CEO of Imprimis Group, Inc. whose services include staffing, search, outsourcing, project management and consulting. Imprimis operates under the brand names Imprimis Staffing Services, BravoTech, FreemanLeonard and ANSERteam with operations throughout the U.S. and Canada. The companies previously have been named to the Inc.500/5000, Dallas 100, WPO Fastest Growing and Cougar 100 (Univ. of Houston). Recently Valerie was named to D CEO's Dallas 500 Business Leaders, Power 50 women in Dallas by the Texas Diversity Council and in past years received the Tech Titans Community Hero Award, Women of Distinction Award from the Girl Scouts, Maura Award from the Dallas Women's Foundation, Athena Award from the Dallas Regional Chamber, and Lifetime Achievement Award from the Alliance of Technology and Women. She was previously inducted into the Women's Business Enterprise Hall of Fame.

Valerie is also a Founder of the Texas Women Ventures family of funds and served on the investment committee. She also serves as Vice Chair of the Board of Prime Women Media which publishes [www.primewomen.com](http://www.primewomen.com), an online publication for professional women over the age of 50. PrimeWomen has been named one of the top 100 Best Blogs and Websites for Women and Top 75 Women in Business Blogs by Feedspot.

Valerie currently serves on the Board of the North Dallas Chamber of Commerce and the Advisory Boards of the Alliance of Technology and Women and the Women's Business Council of the Southwest. She is a past Chair of the Boards of the Girl Scouts and the Dallas County Community College District Foundation.

Valerie holds Bachelor's and Master's degrees in Education from the University of Houston where she was honored as a Distinguished Alum.

Sherry Vidal-Brown, Ph.D., SPHR, is the Executive Vice President of G6 Hospitality, a private equity owned firm, which owns, operates and franchises more than 1,500 motels/hotels under brands, Motel 6, Studio 6, Hotel 6, and Estudio 6. G6 operates in the U.S., Canada, Latin America and India. Sherry has more than 20 years experience in the HR field, having held positions in consulting with Bain & Co, and executive positions with FedEx Office and DFW International Airport. Currently Sherry leads the strategy aligning human resource programs with business goals to ensure successful positioning against industry competitors. She also leads a “people focused” culture centered on creating hr initiatives that drive customer service and employee engagement. She holds a B.A. from Baylor, M.S. from Indiana University, MBA from the University of Houston and Ph.D. from Texas A & M University.

Megan Detz is the Chief People Officer of Varidesk, a privately owned design and manufacturer of a full line of furniture and accessories for the office and classroom that are easy to order, assemble, and reconfigure as needs change. They are known for their high adjustable standing desk solutions and accessories and their products are in more than 130 countries with over 1 million fans worldwide. Megan designs effective human resource strategies leading to greater productivity, increased employee morale, and maximized corporate performance for her 300 plus employees. For seven years, she headed human resources at NTT Data, and also worked in human resources for over six years for EDS/HP. She holds a B.A. in Computer Graphics from Texas Christian University and an MBA from SMU.

Megan Murden, PHR, is the University Relations, Student Programs Manager, Talent Acquisition and Campus Recruiting for L3 Technologies, a publicly traded defense contractor which supplies communications, surveillance, avionics, aerospace and navigation products to the Department of Defense, Homeland Security, NASA, government agencies, and telecom customers. Megan is a certified HR professional with more than 15 years of talent acquisition experience working in government, nonprofit, and aerospace/defense industries. Megan’s expertise is recruiting, program management, and university relations. Megan builds strategy and programs for multiple sectors in L3 to hire top talent from more than 50 universities where she builds relationships with student associations and university leadership. She has previously worked in recruiting and hr roles with Boy Scouts of America, Tennessee Valley Authority and Richardson Electronics. She holds a BBA from Robert Morris University.

### **Stephanie Bowman**

*Stephanie joined BenefitMall in early 2015 as Chief Financial Officer. She comes to us with more than 20 years of experience in the finance, retail, and insurance industries. Stephanie's extensive background in corporate finance management, cost-benefit analysis, and operational leadership will provide a solid foundation to BenefitMall as we begin the New Year. Stephanie will oversee Accounting, Finance, Corporate Treasury, Financial Planning and Acquisitions, as well as, HR services for the corporate and administrative teams.*

*Prior to joining BenefitMall, Stephanie served as the Chief Financial Officer, Executive Vice President and Treasurer of Tuesday Morning Corporation. In this capacity, she oversaw the company's financial, accounting, treasury, planning, investor relations, legal and HR functions.*

*Before joining Tuesday Morning, Bowman served as Senior Vice President of USI Holdings Corporation, a top-tier insurance brokerage firm who acquired Summit Global Partners, where Bowman was serving as Senior Vice President of Finance.*

*Her background also includes senior financial positions with retail companies, including the Neiman Marcus Group and BizMart, as well as four years with Price, Waterhouse, Coopers.*

*Bowman is a CPA and received a BBA in accounting from the University of Texas at Arlington, and is a Texas native. Bowman currently serves as Director on the Board of the Susan G. Komen Foundation, Dallas Affiliate.*

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### **Maria Madrigal**

*Maria Madrigal joined BenefitMall in 2016 and now serves as the Vice President of Human Resources, where she oversees Human Resources, recruiting, and training functions for BenefitMall. Prior to joining BenefitMall, Madrigal served as Director of Human Resources for Copart as well as other various HR roles at Greatwide Logistics Services, Dallas Area Rapid Transit, and Heritage Bag Company.*

*With over 20 years of experience serving as an HR business partner, Maria demonstrates the ability to apply change management principles to significantly enhance the Human Resources function and drive organizational results.*

*Maria holds a Bachelor of Arts in Human Resources Management from DePaul University, a Masters of Business Administration from the University of Dallas, and a PHR certification.*



Debbie Dennis is Oncor's Chief Customer Officer and SVP Human Resources & Corporate Affairs. In her current role she has responsibility for customer service, community relations, economic development, branding and communications, as well as all human resource planning, policy, performance management, rewards strategies, sourcing, talent management and employee and labor relations. She is also responsible for the strategic direction of Oncor's philanthropy, community involvement and employee engagement initiatives and their alignment with the Company's business goals. Dennis also serves as the Loaned Executive Director for the Dallas Mayor's Youth Fitness Initiative, a public-private partnership with the City of Dallas with a vision to make Dallas kids the healthiest kids in the nation.

In her 40 years with the Company, Dennis has worked in a number of corporate and customer service functions. She has management experience in human resources, customer service, supply chain, outsourcing management and corporate philanthropy.

Dennis currently serves on the Board of the Dallas Regional Chamber and a number of non-profit boards including the American Foundation for the Blind (National Board of Trustees (Vice Chair and Local Center on Vision Loss Board Chair), WiNGS of Dallas (Board Member, Executive Committee and Nominating Committee Chair), the Baylor Scott and White Health and Wellness Institute Board (Chair), DRC Executive Women's Roundtable Board (Program Committee) and a member of the AHA Dallas Heart Walk 2019 Executive Leadership Team.

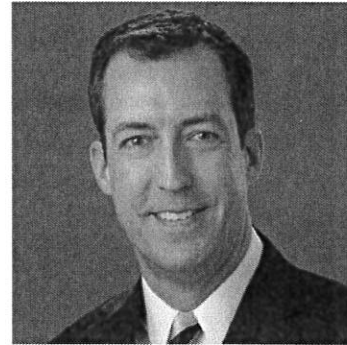
Dennis graduated from Oklahoma State University with a Bachelor of Science Degree and is a member of the Society of Human Resource Management. She was named an honoree of the Dallas Business Journal's 2018 Women in Business. She is also a graduate of Leadership America, Leadership Texas, Leadership Dallas and a member of the National Association of Corporate Directors, Dallas Assembly, International Women's Forum and Executive Women's Roundtable.

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## Ron Chapman, Jr.

Shareholder || [Dallas](#)

Ron is Board Certified in labor and employment law by the Texas Board of Legal Specialization and represents employers in all areas of labor and employment law, including discrimination, harassment, retaliation, wage and hour, class and collective actions, non-competition and non-disclosure covenants, leaves of absence, employment agreements and policies, union campaigns, collective bargaining, unfair labor practices, and workplace safety. Ron successfully coordinates work throughout the firm's many offices for clients with multi-state and multi-national operations, ensuring responsiveness, consistent quality, and efficiency. Ron previously served on the Firm's Board of Directors.



The International Law Office named Ron as the overall winner for the entire United States and the exclusive winner for Texas in the Employment and Labor category for its Client Choice awards, based on feedback provided by more than 2,000 in-house counsel. The recognition focused on Ron's ability to add real value to clients, with criteria including the quality of legal advice, value for money, commercial awareness, effective communication, billing transparency, response time, and use of technology.

Similarly, based on more than 350 interviews with top legal decision-makers at the world's most demanding clients, BTI Consulting Group named Ron a Client Service All-Star in 2017 and both a Client Service All-Star and Client Service MVP in 2018, with one client in particular noting, "Ron is very responsive and a real problem solver. He is cost conscious and looks ahead. It doesn't get better than that." The only way to become a BTI Client Service All-Star is for corporate counsel to single out an attorney for client service exceeding all others.

*Chambers USA 2018* stated: Ron Chapman is highly experienced in discrimination and harassment cases, as well as noncompete, retaliation and wage and hour disputes. Clients describe him as "an outstanding practitioner as well as a manager of relationships."

Additionally, based on feedback from both in-house and outside counsel, *Chambers USA* proclaimed that Ron "is a regular name on high-stakes employment cases in Texas. He is 'at the top of his game,' according to his peers, and clients appreciate his 'candid, frank advice, which makes it feel like you're talking to a trusted counselor as opposed to a lawyer. He sees the bigger picture."

Employment Law360 named Ron an "MVP" in employment law and separately listed him as one of the nation's preeminent "rainmakers" based on his "passion" for "being a proven resource and problem solver,"

### Practice Groups

[Class Action](#), [Traditional Labor Relations](#),  
[Employment Law](#), [Litigation](#), [Arbitration and](#)  
[Alternative Dispute Resolution](#)

### Industry Groups

[Trucking and Logistics](#)

## Learn more about Ron Chapman, Jr.

### Experience

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Ron has defended clients in over 25 states and the U.S. Virgin Islands and regularly provides counseling to help clients navigate both legal and practical considerations. Ron also has extensive appellate experience and has prevailed in appeals against both the EEOC and NLRB, in addition to many private litigants. Representative clients include BNSF Railway, Boy Scouts of America, Children's Health System of Texas, the City of Dallas, Cushman & Wakefield, Dean Foods, D.R. Horton, Dr Pepper Snapple Group, FedEx Office, Fossil, GameStop, G6 Hospitality/Motel 6, Hertz, Hunt Oil, JLL, Mary Kay, Methodist Health System, Omni Hotels, Raytheon, Sally Beauty Supply, Service King, Southwest Airlines, Texas Instruments, Trinity Industries, and Valero.

### Education & Admittance to Practice

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#### Education

J.D., *cum laude*, Southern Methodist University School of Law, 1995

B.A., *cum laude*, Behavioral Sciences and Political Science, Rice University, 1992

#### Admittance to Practice

Texas

U.S. Supreme Court

U.S. Court of Appeals, Second, and Fifth Circuits

U.S. District Court, Eastern, Northern, Southern and Western Districts of Texas

U.S. District Court, Eastern and Western Districts of Arkansas

American Petroleum Labor Lawyers Association - "The Latest Labor Law Developments for Both Unionized and Non-Unionized Employers" - Houston - October 24, 2013

HR Southwest Conference - "Show Me The Money - Employment Laws That Can Actually Save Employers \$\$\$" - Fort Worth - October 21, 2013

HR Southwest - "Tools for Defending Employment Lawsuits Without Breaking the Bank" - Fort Worth - October 2012

Ogletree Deakins Workplace Strategies Seminar - "State of Confusion - State Law Considerations for HR Professionals" - Phoenix - May 11, 2012

Ogletree Deakins Workplace Strategies Seminar - "Arbitration Agreement "Smack Down" - Class Action Waivers Take a Bruising" - Phoenix - May 10, 2012

Ogletree Deakins Workplace Strategies Seminar - "Retaliation Litigation - The Risks Escalate" - Chicago - May 13, 2011



# Locke Lord<sup>LLP</sup>



## Paul G. Nason

Partner  
Dallas  
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pnason@lockelord.com

### Overview

Paul Nason has focused his entire career on employment and labor law and litigation. For more than 25 years, he has exclusively represented national, regional and local employers and management in state and federal court cases involving employment discrimination, wrongful discharge, wage and hour, breach-of-contract, employment torts, and unfair competition matters.

Paul has extensive experience representing employers before various federal and state administrative agencies, including the Equal Employment Opportunity Commission (EEOC), United States Department of Labor (DOL), National Labor Relations Board (NLRB), Office of Federal Contract Compliance Programs (OFCCP), Occupational Safety and Health Administration (OSHA), the Texas Workforce Commission, and the New Mexico Human Rights Commission. He also counsels employers on compliance with state and federal employment and labor laws, including providing daily advice and counsel to human resources, legal, and executive personnel on employee discipline and termination matters. Paul has also conducted numerous wage and hour audits for employers in various industries.

Paul also represents management in labor law matters. He has extensive experience in collective bargaining, unfair labor practice litigation, grievance arbitration and union avoidance campaigns.

Paul is a member of the Firm's Executive Committee, the head of the Labor and Employment Practice Group in Dallas, and a member of the Firm's Benefits Committee.

### Representative Experience

- Representation of local, regional and national employers in federal and state court litigation and arbitrations involving discrimination, retaliation, wrongful discharge, contract, and employment tort claims.
- Prosecution and defense of actions involving non-competition, non-solicitation and confidentiality agreements in order to protect business interests, including proprietary and trade secret information and customers.
- Representation of employers in individual and collective actions under the Fair Labor Standards Act and similar state wage and hour laws.
- Representation of employers in whistleblower litigation under state and federal law, including the Sarbanes-Oxley Act and the Dodd-Frank Act.
- Daily advice and counsel to legal, executive and human resources personnel on employee discipline and termination matters and compliance with state and federal employment and labor laws.
- Analysis and advice regarding various state and federal wage and hour issues.
- Representation of employers in investigations by the United States Department of Labor (DOL), Equal Employment Opportunity Commission (EEOC) and the Occupational Safety and Health Administration (OSHA) and related state agencies.
- Representation of employers with union workers in collective bargaining negotiations, unfair labor practice litigation and grievance arbitrations.
- Negotiation and enforcement of executive employment and separation agreements.
- Representation of businesses on labor and employment issues arising from mergers, acquisitions, reorganizations and reductions-in-force.

### Practices

Employment Class Actions (Title VII, WARN, FLSA Collective Actions)

Employment Counseling & Compliance

Employment Litigation

Health Care Labor & Employment

Labor & Employment

NLRB & Unions

OSHA

Unfair Competition / Trade Secrets / Non-Competition Agreements

Wage & Hour Compliance & Litigation (Overtime Collective/Class Actions)

### Industry Groups

Educational Institutions

Hospitality

### Education

J.D., *cum laude*, Washington and Lee University School of Law, 1992

B.A., Political Science, *magna cum laude*, The University of Texas at Arlington, 1989

### Admissions

Texas, 1997

New Mexico, 1992

### Admitted To Practice

U.S. Court of Appeals for the Fifth Circuit

U.S. Court of Appeals for the Tenth Circuit

U.S. District Court for the Northern District of Texas

U.S. District Court for the Eastern District of

## Professional Affiliations and Recognitions

Texas

U.S. District Court for  
the Southern District of  
Texas

U.S. District Court for  
the Western District of  
Texas

U.S. District Court for  
the District of New  
Mexico

U.S. District Court for  
the District of Colorado

- Named, 2019 Lawyer of the Year (Dallas/Fort Worth) – Employment Law – Management, by *Best Lawyers in America*
- Named, *The Best Lawyers in America*, Employment Law – Management; Litigation – Labor and Employment (2015-2019)
- Selected as a **Texas Super Lawyer** by *Super Lawyers* magazine (2009-2010, 2014-2018)
- Named, *Who's Who Legal: Labour & Employment* (2016-2018)
- Named, *Best Lawyers in Dallas, D Magazine* (Labor & Employment) (2016)
- Selected as one of the nation's Most Powerful Employment Attorneys (Up-and-Comers) by *Human Resource Executive* magazine and *Lawdragon* (2012)
- Member, State Bar of Texas, Employment and Labor Law Section
- Member, American Bar Association, Employment and Labor Law Section
- Member, Dallas Bar Association

## Notable Matters

### Starwood Energy Group Global, Inc.

A Locke Lord team represented Starwood Energy Group Global, Inc., a leader in private energy infrastructure investments based in Connecticut, as special local counsel in its acquisition of the Manchester Street Power Station from Dominion Generation, Inc., a wholly-owned subsidiary of Dominion Energy, Inc. (NYSE: D), as part of a larger purchase of two of Dominion's combined-cycle gas turbine plants for approximately \$1.23 billion.

### Merit Energy Company

A Locke Lord team led by **Van Jolas** (Dallas) represented Merit Energy Company in MMGJ Hugoton III, LLC's acquisition of 100 percent of the issued share capital of BHP Billiton Petroleum (Arkansas) Inc. and 100 percent of the membership interests in BHP Billiton Petroleum (Fayetteville) LLC from BHP Billiton Ltd. for \$300 million.

### Silver Oak Services Partners, LLC

A Locke Lord team led by **Andrew Hughes** and **Paul Mahoney** (both of Providence) represented Silver Oak Services Partners, LLC, a lower middle market private equity firm focused exclusively on service businesses, in its recapitalization of Brilliant Staffing in partnership with management and co-investors.

### Silver Oak Services Partners

A Locke Lord team led by **Andrew Hughes** and **Paul Mahoney** (both of Providence) advised Silver Oak Services Partners, LLC in the sale of Construction Labor Contractors (CLC) to Tradesmen International, a portfolio company of private equity funds managed by Blackstone Capital Partners.

### Mesa Line Services, LLC

A Locke Lord team led by **Kevin Peter** and **Brooks Vanlandingham** (both of Houston) represented Mesa Line Services, LLC in the company's acquisition by AEA Investors in November 2017.

### Kronos Worldwide, Inc.

A Locke Lord team led by **Vicky Gunning** (Dallas) and **Gene McDermott** (Providence) represented Kronos Worldwide, Inc. (NYSE: KRO, an affiliate of Conran Corporation) in a private offering of €400 million in aggregate principal amount of senior secured notes due 2025 at an interest rate of 3.75% per annum.

### Silver Oak Services Partners

A Locke Lord team led by **Andrew Hughes** and **Paul Mahoney** (both of Providence) represented Silver Oak Services Partners, a lower-middle market private equity firm focused exclusively on business, healthcare and consumer services companies, and its portfolio company Accent Food Services (Accent), in the sale of Accent to Audax Private Equity.

### Lucid Energy Group II, LLC

Locke Lord represented Lucid Energy Group II in the acquisition of all outstanding stock of Agave Energy Holdings Inc. and the purchase of certain assets from Agave Energy Company for an

undisclosed value. The deal closed on September 1, 2016. Lucid, a midstream provider, operates out of the Midland Basin and with this purchase will expand its footprint into the Delaware Basin of New Mexico.

## Recent News

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### **Locke Lord Re-Elects Chair, Vice Chairs; New Co-Chair of Board of Directors; Several New Members to Executive Committee and Board**

News Release

January 30, 2019

### **125 Locke Lord Lawyers Named to The Best Lawyers in America® 2019 List**

News Release

August 15, 2018

### **Locke Lord Executive Committee Members and Partners Elect Vice Chairs, New Member to Executive Committee**

News Release

January 23, 2018

### **123 Locke Lord Lawyers Named to The Best Lawyers in America® 2018 List**

News Release

August 15, 2017

### **Locke Lord Announces Four New Members to its Firm-wide Executive Committee; Jerry Clements Re-Elected as Chair of the Firm**

January 23, 2017

### **141 Locke Lord Lawyers in 15 U.S. Offices Named to The Best Lawyers in America® 2016 List; 10 Lawyers Named Lawyers of The Year**

News Release

August 17, 2015

### **89 Locke Lord Lawyers in 10 U.S. Offices Named to The Best Lawyers in America® 2015 List; Dallas Partners John McKnight and Ray LaDriere Named Lawyers of the Year**

News Release

August 18, 2014

California, Georgia, Illinois, Louisiana, New York

### **Locke Lord Partners Cynthia Bast in Austin and Chris Hart in Washington, D.C., Appointed Co-Chairs of 15-Member Board**

News Release

March 26, 2012

### **Locke Lord Expands Board of Directors to 15 and Elects Five New Members, Including Partner from Growing London Office**

News Release

February 27, 2012

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## Recent Publications and Presentations