



## Jennifer M. Covington

100 Main Street

D 817.339.2482

Fort Worth, Texas 76102

F 817.870.2265

817.338.1700

[jcovington@belaw.com](mailto:jcovington@belaw.com)

### Practices

Employment Law

Real Estate

Professional Liability  
Defense

Commercial Litigation

### Education

**J.D.** Texas Tech School  
of Law, *magna cum  
laude*, 1999. Law  
Review; Order of the  
Coif

**B.A.** University of  
Tampa, *magna cum  
laude*, 1995.  
Commencement speaker

### Bar Admissions

State of Texas, 1999

**Jennifer Covington** has been defending employers for over 20 years. She represents clients in administrative agency proceedings including matters involving the Equal Employment Opportunity Commission, the Department of Labor, the Texas Workforce Commission, and the Fort Worth Human Relations Commission.

Ms. Covington litigates employment matters including non-competition agreements, theft of confidential and proprietary information, TCHRA, Title VII, ADA, ADEA, FMLA, WARN Act, FLSA, and Workers' Compensation retaliation.

In addition to employment litigation, Ms. Covington also practices in the area of professional liability defense representing real estate professionals. As a part of her professional liability practice Ms. Covington represents real estate agents and brokers in defense of claims involving the Texas Real Estate License Act, the Deceptive Trade Practices Act, and other common law claims such as fraud, negligence and negligent misrepresentation. Ms. Covington also represents real estate professionals in administrative proceedings before the Texas Real Estate Commission.

### Professional Recognition

Press Power Attorney, *Fort Worth Business* (2013)

U.S. Court of Appeals,  
Fifth Circuit

U.S. District Court,  
Northern District of  
Texas

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**Memberships**

State Bar of Texas

Tarrant County Bar  
Association

Tarrant County Bar  
Foundation

Texas Bar Foundation

Top Attorney Labor & Employment –  
Employer, *Fort Worth Magazine* (2015-2016)

Texas Super Lawyers as a Rising Star (2008, 2013 and 2014)

**Presentations**

Update Author for Employment in Texas: A Guide to  
Employment Laws, Regulations and Practices a LexisNexis  
publication. 2015-2017.

Adhering to the Family Medical Leave Act; Lorman Education  
Services. 2007 and 2010.

Defending Workers' Compensation Claims; International  
PWA. 2004.

Overtime Compensation; Lorman Education Services. 2001.

**Community**

Tarrant County Bar Labor and Employment Section, Chair  
2016-2017

Girls, Inc. of Tarrant County, Board of Directors 2015-2018

Dispute Resolution Services of North Texas, Mediator and  
Trainer 2008-2018

Eldon B. Mahon Inn of Court, Associate Member 2001-2003