



Stephanie Russ  
Attorney  
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By the time she began her legal career, Stephanie had more than a decade of franchise and restaurant experience, having worked for franchise industry giants, KFC and Burger King, and frozen yogurt pioneer, TCBY. Stephanie spent time in human resources and also assisted new franchisees with site selection, construction, and pre-opening training.

Stephanie's business experience gives her a unique understanding of the challenges facing restaurant franchises and the conflicts that can arise between franchisors and franchisees. As both an attorney and qualified mediator, Stephanie has earned the reputation of "trusted advisor" to many of the firm's clients by proposing practical, common sense solutions to business conflicts.

In the courtroom, Stephanie has obtained desirable outcomes by combining her business and legal knowledge. She has successfully negotiated favorable settlements and defended corporate clients against individual and class action claims of discrimination, wage and hour claims, and other employment law matters. She routinely enforces, and defends against the enforcement of, franchise and employment-related non-compete agreements.

Stephanie is licensed to practice in federal and state courts in Texas and before the U.S. Supreme Court. She received her law degree from Texas Wesleyan University School of Law, and her bachelor's degree in finance from the University of Arkansas at Little Rock.

### **Bar Admissions and Licenses**

- U. S. Supreme Court
- Supreme Court of Texas
- U.S. District Court for the Northern District of Texas
- U.S. District Court for the Southern District of Texas

### **Memberships and Committees**

- International Franchise Association

- IFA Franchise Business Network Steering Committee, Louisiana
- State Bar of Texas
- International Bar Association
- Dallas Bar Association
- Society for Human Resource Management

### **Select Presentations and Publications**

- “Annual Franchise Law Update 2007,” Co-presented with Dyan House, Dallas Bar Association, Franchise and Distribution Law Section, Dallas, Texas (December 2007)
- “The Keys to Successful Franchise Relations,” panelist, IFA’s Franchise Business Network, New Orleans, Louisiana (October 2007)