Amanda M. Cummings

Associate

Houston
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OVERVIEW

Amanda defends employers in state and federal courts and before administrative agencies against employee disputes, including claims for breach of restrictive covenant agreements, disability accommodations and employment discrimination, harassment, and retaliation claims.

Amanda drafts various company policies, procedures, and agreements, including employment agreements, restrictive covenants, employee handbooks, company policies, and separation and severance agreements. She also advises employers on all aspects of these matters.

TOP AREAS OF FOCUS

- Labor + Employment

ALL AREAS OF FOCUS

- Labor + Employment
- Labor + Employment Litigation + Dispute Resolution
- Litigation + Trial
- Noncompete + Trade Secrets
- Wage + Hour Matters

PROFESSIONAL EXPERIENCE

- Intern, Hon. Chief Judge Lee H. Rosenthal, 2021

EDUCATION AND CERTIFICATIONS

EDUCATION

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- University of Houston Law Center, J.D., *cum laude*, 2023, senior notes and comments editor, *Houston Business and Tax Journal*
- Texas A&M University, Mays Business School, B.B.A., *magna cum laude*, 2020, management and human resources

BAR ADMISSIONS

- Texas

SPEAKING ENGAGEMENTS

- Speaker, “From the White House to the Workplace: What to Expect from the New Administration,” Troutman Pepper Locke, February 27, 2025.

PUBLICATIONS

- Co-author, “Evolving AI Tools and Reliance in the Workplace: Key Developments Employers Need to Know,” *Troutman Pepper Locke*, April 22, 2026.
- Co-author, “New Leaders, New Focus: Navigating EEOC Updates,” *Troutman Pepper Locke*, April 3, 2025.
- Author, “Texas Federal Judge Strikes Down Minimum Salary Increases for White Collar and Highly Compensated Exemptions From Overtime, Again,” *Locke Lord QuickStudy*, November 18, 2024.
- Author, “Considerations for Employers Using Artificial Intelligence,” *The Journal of Robotics, Artificial Intelligence & Law*, July/August 2024.
- Author, “Keepin’ It Real: Considerations for Employers Using Artificial Intelligence,” *Locke Lord*, February 2024.

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