



Jamie M. Brabston

Senior Legal Consultant

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Jamie is a Senior Legal Consultant with Redstone Government Consulting, Inc. Formerly Senior Counsel with Lehr Middlebrooks Vreeland & Thompson, P.C., Jamie assists employers with compliance, problem prevention, and the analysis of complex employment law and contract related issues, as well as conducting investigations to address employee complaints. In addition, Jamie assists federal government contractors with regard to affirmative action compliance, Service Contract Act issues, the Drug Free Workplace Act, record keeping, mock compliance assessments and other issues specific to employers working with the federal government. She also regularly trains managers and other employees on non-discrimination and anti-harassment, as well as a wide variety of overall management leadership skills, and government contract specific topics. Jamie further advises clients on a wide range of employee benefits issues including ERISA welfare benefit plans, HIPAA, wellness plans, COBRA, the Affordable Care Act, and other federal and state laws, including related reporting requirements. Jamie assists clients in responding to complaints filed with external agencies such as the Equal Employment Opportunity Commission, the Department of Labor and the Department of Industrial Relations and provides litigation support as needed.

Professional Experience

In addition to her experience with Lehr Middlebrooks Vreeland & Thompson, P.C., Jamie was an attorney and shareholder with Huntsville based law firm, Lanier Ford Shaver & Payne from 1994 – 2006, where she defended large and small employers, including government contractors, in cases involving sexual harassment, retaliatory discharge, disability, age, religion, race and sex discrimination, FMLA, ERISA, invasion of privacy, negligent supervision, intentional infliction of emotional distress, fraud and breach of contract. From 2006- 2009, Jamie served as General Counsel, Vice President of Human Resources, and Corporate Secretary for Digital Fusion, Inc., a Huntsville based government contracting firm. In 2009, Jamie founded her own employment law compliance business, Practical Employment Solutions, Inc., where she partnered directly with small businesses, including government contractors, to assist them with a full range of human resource and employment law compliance needs specifically targeted to prevent and correct employment law and other compliance issues before governmental audits, investigations or litigation occurred. Jamie has also represented government contractors with regard to restrictive covenant issues, and defended a mid-size, Virginia based contractor in a lawsuit involving allegations of violations of non-competition agreements and misappropriation of trade secrets.

Education

Jamie received her undergraduate and law degrees from The University of Alabama. During law school, she served as editor of THE LAW & PSYCHOLOGY REVIEW and a member of the Order of the Barristers, the John A. Campbell Moot Court Board, and the Phillip C. Jessup International Moot Court Team, where her team received the Dillard Award for Best Brief in the world.

