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Joel P. Babineaux is the Managing Partner of Babineaux, Poché, Anthony & Slavich, L.L.C. Joel's primary area of practice is labor, employment and benefits law. He also practices in the areas of business law and commercial litigation. Joel received his B.S. Degree in Business Administration, *summa cum laude*, from the University of Louisiana and his Juris Doctor Degree from Louisiana State University where he was a member of the Moot Court Board. Mr. Babineaux has been in private legal practice since 1992.

Joel's bar association activities, memberships and professional associations include the following: • Past Chairperson (2004-2005 Term), Louisiana State Bar Association's Labor & Employment Section • Former Executive Council Member (1996-2003) and Former Vice Chair and Secretary, Louisiana State Bar Association's Labor & Employment Section • Secretary (2006-present) and Board of Directors (2005-2006), Federal Bar Association, Lafayette-Acadiana Chapter • Louisiana State Bar Association, Member • Federal Bar Association, Member (Labor & Employment Law Section, Federal Litigation Section) • American Bar Association, Member (Labor & Employment Law Section--Employee Benefits Committee, Business Law Section, Litigation Section) • Bar of the United States Supreme Court • U.S. Fifth Circuit Court of Appeals Bar • Federal Circuit Court of Appeals Bar (Washington, D.C.) • Greater Lafayette Chamber of Commerce (Government Affairs and Workforce Development Committees) • Society of Human Resource Management • Acadiana Society of Human Resource Management • Defense Research Institute (DRI) (Employment Law, Commercial Litigation and Life, Health and Disability Committees)

Joel has a broad labor, employment and benefits law practice representing management, employers and administrators (private, public and government) in advice matters, federal and state court litigation and administrative proceedings, including the following areas: • Employment Practices • Discrimination and Harassment • Department of Labor and EEOC Administrative Proceedings • FLSA (Wage & Hour) • FMLA and ADA • Employee Handbooks, Policies and Procedures • Employment Benefits, ERISA and COBRA • Labor Relations • Insurance Coverage Issues in the Employment Context • Insurance and EPLI Defense • Human Resource and Management Training • EEO and Employment Law Compliance

Joel also serves as general Louisiana counsel and corporate counsel for numerous companies and maintains a business law practice in the following areas: • Contracts • Business Disputes • Shareholder Disputes • Non-Compete, Non-Solicitation and Trade Secret Disputes • Unfair Trade Practices and Trade Secrets Litigation • Mergers and Acquisitions (With Emphasis on Labor, Employment and Benefits Law Issues) • Entity Formation

Joel writes and lectures on labor and employment law topics and has authored or has served as contributing author for the following publications: Employee Benefits Law, 2001-2007 Cumulative Supplements published by the Bureau of National Affairs and the American Bar Association; The Employer's Guide to the EEOC; Employment Law Issues and Practices; Legal Issues Affecting the Management of Employees; Employee Health Benefit Challenges for HR. Joel has also been a guest lecturer and program speaker on employment law topics at the Paul M. Hebert Law Center at Louisiana State University and has been guest speaker for numerous trade associations and professional associations, including the Louisiana State Bar Association, the Federal Bar Association, the Society for Human Resource Management, Acadian Society of Human Resource Management and NBI. Joel has been selected and named to Louisiana Super Lawyers (2007-2010) by Law & Politics and Louisiana Life Magazine. Joel is listed in A.M. Best's Recommended Defense Attorneys for Employment Practices Liability.

Joel is also active in many civic and community activities and organizations and is the Past-President and current General Volunteer Counsel of the Boys & Girls Clubs of Acadiana, Inc. Joel also serves as President and CEO of Louisiana Compliance Programs, Inc., which specializes in human resource and management training, publications, seminars and onsite presentations.