



Lauren Barghols Hanna

Of Counsel

Lauren Barghols Hanna is an attorney in the Labor & Employment Practice Group. As a part of her employment practice, Lauren counsels and represents management in all phases of the employment relationship, including litigation matters involving discrimination, retaliation, harassment and wrongful discharge claims, whistleblower claims, claims related to employment agreements and theft of trade secrets, and other disputes arising from the workplace.

Contact

lbhanna@phillipsmurrah.com

Oklahoma City

405.235.4100 Main
405.606.4732 Direct
405.235.4133 Fax

Practice Areas

- Labor and Employment
- Healthcare Law
- Oil and Gas Litigation
- Agriculture Law

Education

- University of Oklahoma (B.A., summa cum laude, international relations, 2004, Phi Beta Kappa, President's Leadership Class, Captain, OU Women's Rowing Team)
- University of Oklahoma (J.D., with highest honors, 2007, Order of the Coif, Submissions Editor of the Oklahoma Law Review, Comfort Scholar)

Admissions

- Oklahoma, 2007
- U.S. Court of Appeals, Tenth Circuit
- U.S. District Court, Eastern and Western Districts of Oklahoma

Biography

Lauren Barghols Hanna's state and federal litigation practice is focused on labor and employment law. As a part of her employment practice, Lauren counsels and represents management in all phases of the employment relationship, including litigation matters involving discrimination, retaliation, harassment and wrongful discharge claims, whistleblower claims, claims related to employment agreements and theft of trade secrets, workplace investigations, wage and hour (FLSA) claims, and other disputes arising from the workplace. She also works with employers in crafting appropriate employment policies and procedures, employee handbooks, non-disclosure/non-solicitation agreements, and employee severance agreements and releases.

Lauren's practice in the area of water rights frequently involves the representation of landowners in obtaining groundwater and streamwater permits for irrigation, oil and gas industry production, and other beneficial uses.

Lauren is a contributing author to the Oklahoma Employment Law Letter and has been interviewed by The Oklahoman, served as a guest legal columnist for The Journal Record business newspaper, and spoken at seminars on a variety of employment-related topics. She also authored the Oklahoma chapter of the LexisNexis Waters and Water Rights treatise.

In addition to her legal practice at the firm, she serves as a volunteer attorney for Oklahoma Lawyers for Children, a nonprofit organization that uses the time, talent, and resources of pro bono lawyers to represent and assist children in various matters, including parental termination jury trials before the Oklahoma County District Court (Juvenile Division). In 2014, the Oklahoma CASA Association honored Lauren with its "Attorney of the Year" award for her work with OLFC. Lauren and her family also work with the Tinker Air Force Base Home Away From Home Program, welcoming Airmen serving their first tour into their family for holiday meals, birthday celebrations, summer cookouts, and other activities to create community and mentorship for young enlisted airmen.

Born and raised in Oklahoma, Lauren lives in Edmond with her husband Adam and her two children. Her hobbies include rowing, camping, and OU sports.

Professional Organizations

- Oklahoma Bar Association (Member, Oklahoma Bar Association Budget Committee)
- Oklahoma County Bar Association (Board of Directors; Delegate, Oklahoma Bar Association House of Delegates; Chair, 2013 Law Day Committee)
- American Bar Foundation (Fellow)

Experience

- Represented a national employment services company in an employment arbitration involving claims of wrongful termination based on race/national origin discrimination and violation of the Americans with Disabilities Act (ADA). Successfully obtained judgment for the employer on each cause of action
- Obtained civil seizure of trade secrets stolen by an oil and gas client's former employees in a federal Defend Trade Secrets litigation matter
- Represented a car dealership in a wrongful termination suit brought by a former employee. Obtained summary judgment, affirmed by the Tenth Circuit Court of Appeals, in favor of the employer
- Obtained dismissal of wrongful termination suit brought by former human resources manager against a medical practice
- Defended national telecommunications company in collective action litigation, where former employees sought overtime pay under the Fair Labor Standards Act (FLSA) for performing certain duties prior to clocking in for the day
- Obtained summary judgment for client company in an ERISA benefits lawsuit where equitable claims of estoppel and surcharge asserted under ERISA Sec. 502(a)(3) were also claimed
- Representation of Oklahoma Department of Tourism in lawsuit by Oklahoma Public Employees Union challenging denial of severance and retirement benefits in reduction-in-force
- Implemented reduction-in-force for local university
- Represented large Oklahoma City-based grocery store in intellectual property trademark dispute with California-based nationwide distributor. Obtained partial summary judgment against distributor prior to settlement and obtained consent decree prohibiting California distributor from further use of the client's trademark
- Obtained favorable settlement on behalf of an HMO in a case involving allegations of breach of insurance agreement and bad faith for denying a portion of the plaintiff's out-of-network medical care and treatment
- Represented a trustee in state court bench trial involving various claims against trustee for breach of fiduciary duty. Successfully obtained judgment in favor of the trustee
- Represented a title insurance company in a state court trial involving bad faith and breach of contract claims by an insured. Successfully obtained judgment in favor of the title insurance company on all claims
- Represented regional farming/ranching operator in a complex groundwater permit hearing before the Oklahoma Water Resources Board
- Lauren Barghols Hanna's state and federal litigation practice is focused on labor and employment law. As a part of her employment practice, Lauren counsels and represents management in all phases of the employment relationship, including litigation matters involving discrimination, retaliation, harassment and wrongful discharge claims, whistleblower claims, claims related to employment agreements, and other disputes arising from the workplace. She also works with employers in crafting appropriate employment policies and procedures, employee handbooks, non-disclosure/non-solicitation agreements, and employee severance agreements and releases.
- Lauren's practice in the area of water rights frequently involves the representation of landowners in obtaining groundwater and streamwater permits for irrigation, oil and gas industry production, and other beneficial uses.

Recognition

- Super Lawyers by Thomson Reuters (2013-present)
- Super Lawyers by Thomson Reuters – Top 25 Women (2019-present)
- Super Lawyers by Thomson Reuters – Top 50 (2019-2020, 2024)
- Best Lawyers®: Lawyer of the Year in OKC – Water Law (2021, 2023)
- Best Lawyers®: Agriculture Law (2025)
- Best Lawyers®: Health Care Law (2024-present)
- Best Lawyers®: Labor Law – Management (2021-present)

- Best Lawyers®: Water Law (2020-present)
- Best Lawyers®: Employment Law – Management (2019-present)
- Best Lawyers®: Labor and Employment Litigation (2018-present)
- Honored with the Oklahoma CASA Association, Inc.'s Attorney of the Year award for work with Oklahoma Lawyers for Children (2014)
- Named to the okc.BIZ's Forty Under 40 list "honoring exceptional individuals who have made a significant contribution to shaping the Oklahoma City landscape" (2011)
- 405 Magazine Top Attorney in Labor and Employment (2021-present)

Community

- Leadership Oklahoma City – LOYAL Class VI
- Phi Beta Kappa, Oklahoma Chapter (President, 2012-2013)
- Team Tinker – Home Away From Home program
- Legal Aid Services of Oklahoma (Oklahoma City Fundraising Team)
- Leukemia and Lymphoma Society, North Texas and Oklahoma Chapter (Board of Trustees – former)