

CARLI L. SMITH

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Carli Smith focuses her practice on advising clients in labor and employment law matters and business immigration.

Carli brings valuable experience in both employment law and corporate immigration. Before joining FordHarrison, she worked in the Dallas office of a large general services law firm, and prior to that at a boutique law firm in Chicago, where she assisted with employment litigation cases in the Northern and Central Districts of Illinois. She also played a key role in representing a Fortune 500 technology company in corporate immigration matters, with a particular focus on the employment-based permanent residency process.

Carli earned her law degree *magna cum laude* from DePaul University College of Law. During law school, she gained hands-on experience through internships in both law firm and corporate settings, working on a range of transactional and litigation matters. She holds a Bachelor of Arts from the University of Alabama, where she majored in Spanish and minored in International Studies.

Outside of work, Carli enjoys traveling with friends and family and spending time at the dog park with her corgi.

Representative Experience

- » Served as second-chair at hearing regarding unfair labor practice claims before National Labor Relations Board Administrative Law Judge.
- » Successfully obtained summary judgment and dismissal of plaintiff's Section 1981 discrimination claims.
- » Represented large utility company on wage and hour class action, effectively and efficiently reached resolutions prior to class certification.
- » Successfully defended and resolved multiple disability, age, gender, and race discrimination and retaliation lawsuits.
- » Obtained no evidence summary judgment and dismissal of pro se plaintiff's discrimination claims on behalf of restaurant

EDUCATION

- » DePaul University College of Law (J.D., *magna cum laude*, 2020)
- » University of Alabama (B.A., 2017)

BAR ADMISSIONS

- » Illinois
- » Texas

COURT ADMISSIONS

- » U.S. Court of Appeals for the Fifth Circuit
- » U.S. District Court for the Eastern District of Texas
- » U.S. District Court for the Northern District of Texas
- » U.S. District Court for the Southern District of Texas
- » U.S. District Court for the Western District of Texas
- » U.S. District Court for the Central District of Illinois
- » U.S. District Court for the Northern District of Illinois

LANGUAGES

- » Spanish (conversational)

management group.

Memberships

- » Dallas Bar Association
- » Dallas Women Lawyers Association
- » Dallas Association of Young Lawyers

News & Insights

- » June 15, 2026 - No Need to Sweat It: A Guide to the Pending Illinois Menopause Equity and Care Act for Employers
- » May 14, 2026 - Emerging Expense Reimbursement Issues in the Remote and Digital World
- » August 06, 2025 - "Tick tock, TikTok: Why Employers Should Evaluate Social Media Policies ," EntertainHR

Offices

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