

Natalie R. Lynch



Natalie R. Lynch is a business and employment law attorney with extensive expertise in workplace investigations, workplace employment law, and entity formations. As a credentialed dispute resolution mediator, Ms. Lynch routinely collaborates with general counsel, internal and external counsel, employment litigators, employment generalists, and senior human resources. Additionally, she is credentialed through the Association of Workplace Investigators and is the only consulting and credentialed expert in Central Texas that conducts investigations into allegations of harassment, discrimination, hostile work environment, and other issues.

Ms. Lynch began her legal career in Colorado as a legal counsel and investigative consultant for Business Controls Inc., and subsequently served as a contract specialist for the Colorado Department of Transportation. By learning the skills, techniques, and protocols of big employers, Ms. Lynch saw an opportunity to help small businesses through scalable methods of risk mitigation for operational and employment practices.

In 2013, she formed Lynch Law Firm, PLLC, and her investigation organization, Lynch Service Company, to broadly advise on labor and employment matters through efficient means. The Lynch Service Company allowed her to conduct and manage hundreds of investigations while advising government entities and organizations on employee allegations and circumstances that compelled workplace investigations. With the investigative expertise now incorporated into her firm's practice, Ms. Lynch advises in-house legal and compliance teams on creating the right structures, contracts, and employment agreements to minimize business and employment risk factors.

Ms. Lynch obtained her J.D. from South Texas College of Law and studied at the University of Denver. She received her undergraduate degree in international studies from Texas A&M University. Ms. Lynch is licensed to practice law in Texas and Colorado and is credentialed as a Women Owned Business, Minority Owned Business, and Historically Under-Utilized Business. She lived in Spain and Ghana, and traveled the world, before returning to her Texas roots.

As a subject matter expert in employment law and investigations matters, Ms. Lynch has served as an acclaimed speaker for a number of organizations. She holds extensive leadership roles in the legal community and Austin community, including serving as Secretary of the Texas Human Legislative Network (THLN) and Austin LGBT Chamber of Commerce, and a den Board Member of the Cub Scouts of Central Texas. Since 2013, Ms. Lynch has been a tenured member of the Texas Bar College, an honorary society of lawyers who are committed to high ethical standards and improved training for all Texas attorneys.

Ms. Lynch maintains membership in multiple professional affiliations, including the Society of Human Resources Management (SHRM), the Austin Bar Association, and American Bar Association. She has received a number of awards from the Colorado Bar Association, the Future Leader's Award, and she is a two-time recipient of the President's Award for Service. As a passionate animal welfare advocate, Ms. Lynch recently received the Volunteer Award from THLN due to her contributions to help sustain, promote, fundraise and further the efforts of the organization's Puppy Mill Bill.