



## Marsha Jean-Baptiste

Associate

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Marsha Jean-Baptiste is an Associate in the firm's Labor and Employment Practice. Ms. Jean-Baptiste serves clients by drafting and reviewing employment agreements, reviewing and updating employee handbooks and policies, conducting legal research, and staying abreast with updates in labor and employment laws, practices, and procedures.

Prior to joining the firm, Ms. Jean-Baptiste served as a Summer Associate with the firm where she worked in various practices. Ms. Jean-Baptiste also spent a semester as a legal intern at the National Labor Relations Board's Contempt, Compliance, and Special Litigation Branch in Washington, D.C.

### Education

- J.D., Indiana University Maurer School of Law, Bloomington, Indiana, 2024
  - National Black Law Students Association - Parliamentarian
  - Black Law Students Association - President
  - National Bar Association, Law Students Division - Treasurer
  - Indiana Law Journal - Online Editor
  - Thurgood Marshall Moot Court Competition - Regional semi-finalist
- B.S. in Public Affairs, *cum laude*, Indiana University, Bloomington, Indiana, 2020
  - Dean's List
  - Hutton Honors College
  - Hudson and Holland Scholar
  - Groups Scholar
  - Founders' Scholar Award
  - Chi Alpha Epsilon Honor's Society

### Bar & Court Admissions

- Indiana, 2024
- U.S. District Court for the Northern District of Indiana, 2024
- U.S. District Court for the Southern District of Indiana, 2024

### Practices

- Labor and Employment

### Industries



## Professional Associations

- Member, Indianapolis Bar Association
- Member, National Bar Association
- Member, Marion County Bar Association
- Member, Indiana State Bar Association
- Member, Alpha Kappa Alpha Sorority, Inc.

## Awards & Recognitions

- Outstanding Leader of Tomorrow, presented by the City of Bloomington

## Publications

- Co-Author, "Indiana Earned Wage Access Act: Key Compliance Considerations for Employers and Providers," June 3, 2026
- Co-Author, "New Federal Tax Reporting Requirements for Overtime Compensation," January 15, 2026
- Co-Author, "Compliance Obligations Under the New Data Security Program (DSP) for Cross-Border Operations", September 16, 2025
- Co-Author, "Navigating DEI Initiatives Amidst Evolving Legal and Political Landscapes", July 15, 2025
- Co-Author, "The End of Physician Noncompetes in Indiana Hospitals: A Look into Indiana Senate Enrolled Act No. 475", April 28, 2025
- Co-Author, "Return To Office Mandates Carry Discrimination Risks", Indiana Lawyer, March 12, 2025
- Co-Author, "DEI and Affirmative Action Pendulums - Where Will They Land for Financial Institutions?", Hoosier Banker Magazine, January / February 2025
- Co-Author, "What to Expect in 2025: Updates to Indiana Child Labor Laws", January 10, 2024
- Co-Author, "New Era in Illinois Employment Law: Key Changes You Need to Know", December 31, 2024

## Seminars & Presentations

- Presenter, "Hot Topics," Northeast Indiana Human Resources Association Annual Conference, May 14, 2026
- Presenter, "2026 Indiana Employment Law Update: What Employers Need to Know and Do", February 17, 2026
- Presenter, "Legal Ease: Reviewing 2025 & Anticipating 2026 Updates," Northeast Indiana Human Resources Association, November 20, 2025
- Presenter, "Unpacking the Noncompete Law," Indiana State Medical Association Podcast, May 12, 2025