

DONALD A. BURLESON

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CURRICULUM VITAE

SUMMARY

Nineteen years of executive management and counsel in franchising industry

FRANCHISE EXPERIENCE

Jani-King International, Inc. – Executive Vice President (2008 – 2014)

Jani-King International, Inc. – General Counsel (1995 – 2009)

- Key member of executive team responsible for overall management of world's largest commercial cleaning franchise system
- Key member of Executive Planning Committee setting policy and direction for franchise system
- Negotiated and drafted hundreds of contracts (service, purchase/sale, sponsorship, settlement, etc)
- Created and managed complex, multi-level corporate entity structure for over 50 corporations and limited liability companies.
- Maintained regulatory compliance (federal, state, international) for all franchise operations including franchise sales registrations and appearances before regulatory agencies and other governing bodies
- Drafted franchise agreements, franchise sales disclosure documents, policies and procedures manuals, operations manuals, and personnel manuals
- Made franchise sales and regulatory compliance training presentations to hundreds of franchise sales personnel, franchise owners, and company executives during annual meetings, conventions and training seminars
- Managed extensive litigation for multiple lawsuits involving franchise, employment/labor, contracts, franchise/employment reclassification, and wrongful death issues
- Conducted depositions, trial testimony, regulatory testimony—over 20 depositions in federal and state courts, trial testimony in bench and jury trials, and testimony before state and federal regulatory bodies involving franchise and labor related issues
- Extensive regulatory and litigation experience in franchise/employee reclassification issues

EDUCATION

University of Oklahoma, Juris Doctor, 1993

Texas Tech University, B.S. Petroleum Engineering, 1984

CONTINUED

PRESENTATIONS AND PROFESSIONAL ASSOCIATIONS

Panel Presentation

“Have Your Franchisees And Their Employees Become Your Employees Without Your Knowledge?”

International Franchise Association 43rd Annual Legal Symposium (May, 2010)

Panel Presentation:

“Asserting and Defending Against Joint Employer and Franchisor/Franchisee Employment Claim—Tossing the Hot Potato.”

American Bar Association 2016 Midwinter Meeting of the Employment Rights and Responsibilities Committee (March 2016)

International Franchise Association

- Legal Legislative Committee
- International Committee
- Special Project Task Force

State Bar of Texas

American Bar Association