



Emily C. Killion

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Services

Labor & Employment,

Emily is an Associate in the firm's Labor & Employment Practice Group where she focuses on employment and immigration matters.

Emily represents employers in cases alleging various state torts infractions and claims including alleged EEOC, sexual harassment, discrimination, Fair Labor Standards Act, National Labor Relations Act, Title VII, and Family and Medical Leave Act violations, among others. Her experience also includes assisting clients with immigration visas and petitions.

Publications

- IRS Misclassifications and Costly Penalties: Independent Contractor or Employee?
- Labor and Employment Industry Insights
- Burr Alert: DOL Adopts the "Primary Beneficiary" Test for Internship Programs
- Burr Alert: Striking the Right Balance in Workplace Behavior and Privacy
- Burr Alert: Employees' Social Media Activity: Proceed with Caution

Education

J.D., University of Alabama School of Law, (2013)

B.A., *summa cum laude*, International Relations and French, University of Alabama, (2010)

Licensed In

Alabama, Mississippi

Admitted In

Alabama State Courts

U.S. District Court – Southern District of Alabama

U.S. District Court – Middle District of Alabama

U.S. District Court – Northern District of Alabama

Mississippi State Courts

U.S. District Court – Southern District of Mississippi

U.S. District Court – Northern District of Mississippi

U.S. Court of Appeals for the Fifth Circuit

Honors & Awards

- Justice Bernard Harwood's Book Award for Advanced Evidence
- Law & Psychology Review, Senior Editor
- The XXXI Women's Honorary, Treasurer
- Phi Beta Kappa

Professional Associations

Alabama State Bar Young Lawyers Section, Executive Committee

American Bar Association

Mobile Bar Association

Alabama Defense Lawyers Association

Defense Research Institute

Community Involvement

YMCA of South Alabama Board of Directors, Secretary

Connect Mobile, Class of 2016

Junior League of Mobile

Experience

- Represented client in defending against negligence, defamation, and wantonness claims in jury trial and successfully obtained dismissal of all of plaintiff's claims at the close of plaintiff's case.
- Assisted clients with employment law matters including sexual harassment, discrimination, and Fair Labor Standards Act claims.
- Assisted client in defending against nuisance, negligence, and wantonness claims in jury trial and successfully obtained verdict for client with regard to negligence and wantonness claims.
- Successfully represented clients in construction law matters including defending against claims by surety and subcontractors.

Office Address

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