



## **Emily H. Mack**

**Partner** | Nashville, TN

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### **Paralegal**

Aimee M. Wade  
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### **Services**

Employment Litigation, Class Action, Labor & Employment, Wage & Hour, Employer Advising, Policies & Training, Non-Compete & Trade Secrets, Commercial / Corporate Litigation,

Emily concentrates her practice on employment law and complex litigation matters for a variety of clients. She has extensive experience defending claims for wrongful discharge, retaliation, discrimination, harassment, wage and hour, and similar matters arising from a variety of laws, including Title VII of the Civil Rights Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, and the Fair Labor Standards Act. She has also handled appeals at the state and federal level and appeared before numerous state and federal agencies.

A significant portion of Emily's employment practice is devoted to helping businesses navigate day-to-day employment issues. She regularly counsels clients on matters involving employee discipline, workplace investigations, leaves of absence, terminations, and wage and hour compliance. She has considerable experience drafting employment agreements, severance agreements, non-competes, and handbooks and policies, and providing in-depth training to clients.

Emily regularly handles complex litigation matters including class action lawsuits, commercial disputes, trade secret and unfair competition claims, defamation claims, Section 1983 claims, wrongful death and victim's rights cases, and other matters involving complex subject matter and procedural issues.

Emily also represents educational institutions across the state of Tennessee. Her education practice includes employee and student rights, Title IX compliance and investigations, school board policies, student discipline, special education and disability accommodation.

Whether counseling clients on everyday management issues or handling complex litigation, Emily is dedicated to providing quality, efficient representation to her clients.

### **Publications**

- Emily Mack Details Employer Considerations for COVID-19 Vaccine Policies in *Today's General Counsel*
- Emily Mack Discusses Employer Policies Related to Company Property Damages for SHRM Online
- "The Next Chapter of COVID-19 for Contractors," *The Tennessee Contractor*
- "Practical Tips for Contractors Addressing COVID-19," *Construction Executive*

## **Education**

J.D., *summa cum laude*, University of Tennessee College of Law, (2012)

B.A., *summa cum laude*, University of Tennessee , (2008)

## **Licensed In**

Tennessee

## **Admitted In**

U.S. District Court – Eastern District of Tennessee

U.S. District Court – Middle District of Tennessee

U.S. District Court – Western District of Tennessee

U.S. Court of Appeals for the Fourth Circuit

U.S. Court of Appeals for the Sixth Circuit

U.S. Supreme Court

## **Honors & Awards**

- *The Best Lawyers in America: Ones to Watch: Education Law, Litigation-Labor & Employment* (2021)
- *Mid-South Super Lawyers "Rising Star,"* Employment and Labor (2018-2020)

## **Professional Associations**

Board of Directors, Young Lawyers' Division, Nashville Bar Association (2014 – present)

Member, Harry Phillips American Inn of Court (2017 – present)

Member, Tennessee Council of School Board Attorneys

Graduate, American Bar Association TIPS/ABOTA National Trial Academy (Class of 2016)

Member, American Bar Association

Member, Tennessee Bar Association

Member, Nashville Bar Association

## **Community Involvement**

Member, Young Leaders Council Nashville (2017)

**Office Address**

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