



Emily H. Mack

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Services

Commercial / Corporate Litigation, Employment Litigation, Class Action,

Emily concentrates her practice on labor and employment, education law, and complex litigation matters for a variety of clients. She has extensive experience assisting businesses and individuals with issues unique to the employment law arena, including matters involving wrongful discharge, retaliation, discrimination, harassment, and hostile work environment claims 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, the Tennessee Human Rights Act, and the Fair Labor Standards Act. Emily has experience representing companies and individuals at the state level throughout Tennessee and in every federal court district in the State of Tennessee. She has also handled appeals at the state and federal level and appeared before numerous state and federal agencies.

Emily devotes a significant portion of her practice to helping businesses navigate and resolve day-to-day employment-law issues. She regularly counsels business on issues involving employee discipline, workplace investigations, leaves of absence, terminations, and wage and hour compliance. She also helps clients avoid employment compliance issues by drafting employment agreements, severance agreements, non-competes, and employee handbooks and policies, and conducting in-depth training for clients on state and federal regulations.

Emily's education practice is focused on representing public boards of education, private schools, and universities across the state of Tennessee on issues of employee and student rights, Title IX compliance and investigations, school board policies, student discipline, special education and disability accommodation among other legal matters related to education institutions.

Emily also regularly handles complex litigation matters including class action lawsuits, defamation

claims, Section 1983 claims, claims under the Fair Credit Reporting Act, wrongful death and victim's rights cases, and other matters involving complex subject matter and procedural issues.

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

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

- Mid-South Super Lawyers, Rising Star (2018)

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

Executive Board of Directors, Young Lawyers' Division, Nashville Bar Association (2017)

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)

Member, Nashville Running Company Race Team

Experience

- Representing client in Fair Labor Standards Act collective action case pending in U.S. District Court.
- Representing client in audit by Tennessee Department of Labor & Workforce Development.
- Representing clients in complaints filed with the United States Department of Education's Office of Civil Rights.
- Representing individuals and corporate clients in claims of breach of non-compete agreement,

inducement of breach of contract, tortious interference and unfair competition.

- Obtaining dismissal of tenured teacher for public board of education, decision affirmed by trial court and Tennessee Court of Appeals.
- Successful resolution of numerous employment-related lawsuits pending in state and federal courts.
- Prevailing on appeal of U.S. District Court's ruling denying Motion to Compel Arbitration.
- Negotiating employment and severance agreements for numerous highly compensated executives and professionals.
- Representing clients in responding to Charges of Discrimination before the U.S. Equal Employment Opportunity Commission.
- Advising corporate and individual clients on non-compete, non-solicitation, and non-disclosure agreements.
- Drafting comprehensive employee handbook and policies and procedures manuals for corporate clients.

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