

Emily H. Mack

Partner

Nashville, TN
(615) 724-3204
emack@burr.com



“Thinking through every possibility gives my clients the best chance for success.”

Emily handles employment law and complex litigation matters. She has defended claims for wrongful discharge, retaliation, discrimination, harassment, wage and hour, business torts, trade secrets, and other complex matters arising from a variety of laws. She has also handled appeals at the state and federal levels and appeared before numerous state and federal agencies. She has considerable experience drafting employee contracts, non-competes, handbooks, and policies, and providing in-depth training to clients.

Emily’s litigation experience makes her uniquely positioned to help businesses avoid and resolve disputes. She often serves as outside general counsel providing advice and counsel in contract negotiations, legal compliance, and other day-to-day matters. She also has substantial experience advising educational institutions on matters including Title IX compliance and investigations, school board policies, student discipline, special education, and disability accommodation.

Emily starts with the end in mind. With a solid understanding of the law and litigation process, her proactive approach focuses on identifying risks early on to empower clients to make informed decisions and achieve favorable outcomes. Practical and efficient, Emily invests the time to get to know her client’s business, personnel, processes, and policies. An excellent communicator, she keeps clients in the know at all times. With strategic thinking and a collaborative approach, Emily helps her clients resolve litigation efficiently and effectively.

PARALEGAL/ASSISTANT

Paralegal

Megan Sampson
(615) 724-3257
msampson@burr.com

CAPABILITIES

Employment Litigation
Class Action
Labor & Employment
Wage & Hour
Employer Advising, Policies & Training
Non-Compete & Trade Secrets
Commercial Litigation
Executive Compensation
Food & Beverage

EDUCATION

J.D., University of Tennessee College of Law
summa cum laude
B.A., University of Tennessee
summa cum laude

LICENSED IN

Tennessee

Emily H. Mack

When away from the office, Emily enjoys spending time with her dogs and training for marathons.

Emily earned her J.D. from the University of Tennessee College of Law and her B.A. from the University of Tennessee.

Honors & Recognition

- Listed in *Best Lawyers: Ones to Watch*, Education Law since 2021, Litigation-Labor & Employment since 2021, Commercial Litigation since 2022
- *Mid-South Super Lawyers* "Rising Star," Employment and Labor since 2018

News

- 58 Burr Attorneys Named to 2023 Mid-South Super Lawyers and Rising Stars List
Firm News, 11.28.2023
- Best Lawyers® 2024 Honors 242 Burr Attorneys, Including 17 "Lawyers of the Year"
Firm News, 08.17.2023
- Burr & Forman Successfully Represents Former Amazon Employee in Defense of Claims Alleging a Kickback Conspiracy
Firm News, 04.10.2023
- What Should Be in a Vaccination Policy - SHRM Online
Firm News, 08.06.2021
- Burr Launches Labor & Employment Podcast Series
Firm News, 09.02.2020

Speaking Engagements

- Workplace Accommodations After COVID
Speaking Engagement, 11.30.2023
- Performance Improvement Documentation – Documentation Do's and Don'ts
Speaking Engagement, 11.09.2023
- Repurposing Recruiting with a Lens from D&I and Legal
Speaking Engagement, 07.06.2023
- Flexible Work Arrangement Policies
Speaking Engagement, 04.29.2023

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

Emily H. Mack

- Medical Marijuana Testing and Policies
Speaking Engagement, 11.18.2022

Articles

- Emily Mack and Savannah McCabe Highlight Risks of AI in Hiring for Nashville Business Journal
Articles / Publications, *Nashville Business Journal*, 09.20.2023
- Emily Mack and Chandler Aragona Discuss How to Avoid the Pitfalls of AI in the Workplace on *HR.com*
Articles / Publications, 07.17.2023
- Labor & Employment E-Note November 2021
Labor & Employment, 11.17.2021
- Tennessee Passes New COVID-19 Legislation
Articles / Publications, 11.02.2021
- Emily Mack Details Employer Considerations for COVID-19 Vaccine Policies in *Today's General Counsel*
Articles / Publications, 03.04.2021

Civic Activities

- Member, Young Leaders Council Nashville (2017)

Professional Activities

- Board of Directors, Young Lawyers' Division, Nashville Bar Association (2014 – present)
- Director, MT SHRM Legislative Affairs (2024)
- 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