



Angie Davis

Shareholder

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Angie C. Davis is the former chair of the Firm's Labor & Employment Group and partners with clients on all aspects of employment issues.

Angie Davis provides business-savvy yet practical advice to clients facing challenging workforce issues involving discipline, termination and leave issues under the ADA and FMLA. She counsels clients through internal or state/federal investigations involving claims of whistleblowing, harassment, discrimination and wage and hour issues. And, if these challenges turn into litigation, Ms. Davis regularly represents clients in state and federal courts throughout the country as well as before the DOL, EEOC and OSHA.

Ms. Davis assists clients in avoiding litigation by proactively keeping clients' handbooks current and assists in creating well documented procedures for discipline and discharge, including early out retirement programs and reductions in force. Additionally, a large part of Ms. Davis's practice is advising clients in the areas of employee discipline, discharge, pay equity, and leave issues along with general compliance with employment related state and federal laws such as the Fair Labor Standards Act, Title VII of the Civil Rights Act and the Age Discrimination in Employment Act.

As a former high school English teacher, Ms. Davis utilizes her experience in the classroom to represent educational institutions, including city school systems, charter schools, private K-12 schools, and higher education institutions. She assists them with policy writing, anti-harassment and discrimination training, and employee audits and guides them through complaints to avoid litigation, including providing complaint investigations. She advises, trains and provides policy guidance on Title VI, VII and IX issues. She also advises on employee furloughs, reductions in force and early out incentive programs for educational institutions.

Ms. Davis also spends a considerable amount of her time assisting clients with drafting employment agreements and writing, as well as advising employers as to the enforceability of, non-competes throughout the United States.

Ms. Davis excels in providing efficient, effective and practical advice to clients by recognizing not only the legal requirements, but also business needs and interests. Instead of providing a "yes or no" answer to the employer's situation, she outlines the legal requirements, the risks and benefits associated with compliance or noncompliance and a suggested strategy going forward given the needs of each company.

Representative Matters

- Obtained summary judgment for a Memphis-based company in a gender and retaliation case in federal court in the Western District of Tennessee.
- Assisted K-12 and higher education institutions in COVID-19 response, including policy writing, layoffs/furloughs, advising on issues related to student remote learning, remote work and vaccine mandates.
- Defended a large company in a jury trial for an age discrimination case and saved the company \$1.5 million.
- The United States Court of Appeals, Sixth Circuit affirmed summary judgment for the defendant in a case involving race discrimination, retaliatory discharge, and mixed motive issues.

- Successfully defended a casino and won summary judgment motion on all claims filed by the plaintiff, a former blackjack dealer, who alleged discrimination based on disability and failure to accommodate such disability in violation of the Americans with Disabilities Act (ADA). The plaintiff further asserted claims for retaliation and interference with her rights guaranteed under the FMLA.
- Conducted a comprehensive audit of a major university's office of institutional equity.
- Partnered with leadership of a nationally recognized non-profit hospital and their associated charitable organization in drafting and negotiating executive employment agreements for chief executive officers.
- Obtained dismissal of a class action complaint alleging failure to hire based on race against a professional sports team in the U.S. District Court for the Northern District of Illinois.
- Assisted a food manufacturing client in a Department of Labor child labor audit, resulting in a favorable consent judgment.



Professional Honors & Activities

- Listed in *The Best Lawyers in America*® for Employment Law - Management and Litigation - Labor and Employment since 2011
- Named the Best Lawyers® 2023 Employment Law - Management "Lawyer of the Year" in Memphis
- Named the Best Lawyers® 2022 Litigation - Labor and Employment "Lawyer of the Year" in Memphis
- Recipient – Baker Donelson's 2021 Susan E. Rich Award, for excellence in the promotion of and commitment to women in the legal profession
- Listed in *Chambers USA* as a leading Labor & Employment Law lawyer in Tennessee (2016 – 2023)
- Listed as among top 50 Memphis attorneys and top 100 Tennessee attorneys by Mid-South Super Lawyers (2014, 2016 – 2023)
- Listed as among top 50 female attorneys in the Mid-South by Mid-South Super Lawyers (2011 – 2016, 2019 – 2023)
- Named to *Memphis Business Journal's* "Best of the Bar" (2022)
- SHRM Memphis HR Labor and Employment Attorney of the Year (2022)
- Named the *Best Lawyers'* 2019 Memphis Employment Law - Management "Lawyer of the Year"
- Listed in the 2019 edition of *Who's Who Legal: Labour & Employment*
- AV® Preeminent™ Peer Review Rated by Martindale-Hubbell
- Listed in the 2015 edition of *Who's Who Legal: Management Labour & Employment*
- Named to *Memphis Business Quarterly's* Power Players (2010 and 2011)
- Listed as a top Employment Law Attorney in Memphis by *Memphis Business Quarterly* (Winter 2010)
- Selected as one of "Top 40 Under 40" by *Memphis Business Journal* (2009)
- Listed in *Mid-South Super Lawyers* since 2009
- Listed as a Rising Star by *Mid-South Super Lawyers* (2008)
- Member – Wexler Fund Planning Committee at the National Civil Rights Museum (The Wexler Fund was established to provide an ongoing interactive mechanism that increases the awareness of young people in the inter-relationship of the various branches of government to advance the principles of equality and justice in the fulfillment of the promise of the Civil Rights Act of 1964) (2007 – present)
- Member – Board of Directors, Society for Human Resource Management (SHRM)-Memphis
- Planning Committee Member – Symposium Celebrating the Opening of the New Home of the University of Memphis Cecil C. Humphreys School of Law, "Labor and Employment Law Today: Evolution or Revolution?" (February 19, 2009)
- Member – Tennessee Bar Association Leadership Law Steering Committee (2007 – 2008)
- Board of Trustees – Collierville United Methodist Church (Vice President, 2005 – 2007; Chair, 2008 – present)
- Secretary, Board of Trustees – Creative Aging Mid-South (Creative Aging Mid-South is a non-profit organization that presents high quality, professional arts performances and workshops with local artists in low income nursing homes, retirement communities, senior centers, and adult day care)

facilities. Programs are in formats responsive to the needs of audiences with cognitive or physical disabilities.) (2005 – 2007)

- Public Service Chair – Women in Collierville Community Service Group (2002 – 2006)
- Planning Committee Member – "2005 CLE Symposium Celebrating the 40th Anniversary of Title VII: The Civil Rights Act," University of Memphis (2005)
- Planning Committee Member – "Executive Level Conference on Diversity in the Work Place" (2005)
- Member – Memphis, Tennessee and American (Equal Employment Opportunity Committee Member) Bar Associations
 - Co-Chair – Equal Employment Opportunity Committee, American Bar Association (2023 – 2025)
 - Program Chair – National Conference on Equal Employment Opportunity Law, American Bar Association (2021)
 - Committee Member – American Bar Association Outreach to Government Lawyers (2008 – 2009)
- Member – Association of Women Attorneys
- Member – DRI
- Member – Leo Bearman Sr. American Inn of Court
- Member – Order of Barristers
- Recipient – Order of the Lytae
- Fellow – College of Labor & Employment Lawyers
- Leadership Academy Master's Program, Leadership Development Intensive Class, November 2008 (The Leadership Academy, formerly known as Goals for Memphis, is building on a 25+ year track record of positive community change based on the belief that the most significant catalyst for transformation in Memphis is more and better leaders.)
- Former Co-Chair of the Nationwide Mentoring Subcommittee of the American Bar Association's Membership Committee (2007 – 2008)
- New Litigator Group Advisor for Baker Donelson's Memphis Office (The Litigation Associate Advisor works with associates during their first three years of practice, their mentors, local shareholders, and the associates' practice group leaders to advance the associates' professional development. The Advisor conducts group and individual coaching, assists with training on local issues and practice, and helps the associates gain diverse work experience.)
- Member – Baker Donelson Recruiting Committee (2003 – 2007)
- Adjunct Professor – Appellate Advocacy/ Moot Court, South Texas College of Law (1999 – 2000)
- Law Clerk for the Honorable Sam Nuchia of the First Court of Appeals in Houston, Texas (1999 – 2000)



Publications

- "Ten Reasonable Accommodations Employers Need to Consider for Pregnant Employees Under the New Pregnancy Workers Fairness Act" (October 2023)
- Comment – "Women at Work: 23 Experts on What Employers Should Stop, Keep and Start Doing to Make Work a Better Place for Women," Blog (March 2022)
- "Baker's Dozen: Honoring Moms Everywhere," *Women's Initiative Newsletter* (May 2021)
- "Employee Repayment Agreements – Tips for Protecting Your Investment" (December 2019)
- "Baker's Dozen: Gift Giving," *Women's Initiative Newsletter* (December 2019)
- Co-author – "Whose Document Is It: Legal Analysis of Employee Self-Help for Use in Litigation and Lawyers' Ethical Responsibilities," with Angie Davis and Emma Davis (Baker Donelson), Jon W. Green, Green Savitis, LLC, and Ann Marie Vercruysse Welch, Clark Hill PLC (March 2018)
- "A Win-Win for Everyone," *Best Lawyers Business Edition* (Spring 2016)
- "EEO Panel Addresses Mental Health Issues in Legal Profession," *Labor and Employment Law*, section of Labor and Employment Law American Bar Association (Summer 2015)
- Co-author – "Developing Trends in Non-Compete Agreements and Other Restrictive Covenants," *ABA Journal of Labor & Employment Law* (Winter 2015)

- Co-author – "Top 10 Best Practices for Social Media in LTC," *McKnight's* (June 2014)
- "Social Media Policy Considerations for Long Term Care Providers – A Sword or A Shield?," Making a Difference, Baker Donelson Long Term Care Newsletter; re-printed, *Senior Housing News* (April 2012)
- Co-author – "Best Practices for Online Employment Applications," *Law360* (January 2009)
- Co-author – "Retaliation – Landmark cases increase number of filings testing law of retaliation," *Memphis Business Journal* (June 2008)
- Co-author – "Sex Based Harassment: Workplace Policies for the Legal Profession," American Bar Association in conjunction with the Law Practice Management Section (2007)
- Contributor – "From the Heart: A Woman's Guide to Living Well With Heart Disease," by Kathy Kastan (chapter on employment issues that women with heart disease face regarding the ADA, COBRA, Unemployment Insurance, Long Term Disability, Short Term Disability and FMLA) (March 2007)
- "EEOC Focuses on Teen Employees," Baker Donelson Labor & Employment Newsletter (August 2006)
- Co-author – "Transsexualism, Sex Stereotyping, and *PriceWaterHouse v. Hopkins*: A Staircase to Paradise or a Slippery Slope," *University of Memphis Law Review*, Volume 36 Number 1
- Contributing Author – "EEOC Litigation and Charge Resolution," 2005 Edition
- Co-author – "Title VII at 40: An Engine for Progress," *Memphis Lawyer* (March 2005)
- 2002 – 2003 Contributing Author – "Employment Discrimination Law," 2003 Edition



Speaking Engagements

- Panelist – 2023 AELC Annual Conference (October 2023)
- Panelist – "60 Years after 1963 March on Washington for Jobs and Freedom: Where Are We Now?," The National Civil Rights Museum, with the Honorable Jocelyn Samuels, Vice Chair, U.S. Equal Employment Opportunity Commission, and others regarding developments in sex discrimination law (August 25, 2023)
- "Five Steps to Slay Your Salary Negotiations," Fogelman Women and Leadership Negotiations Workshop (April 2023)
- "Employee Discharge and Documentation," North Carolina Assisted Living Association Webinar (April 2023)
- Legal Day Planning Coordinator – "The Snares and Legal Landmines for Today's HR Professionals," SHRM Annual Legal Conference (April 2023)
- "Leveling Up Associate Performance," Baker Donelson Shareholder Retreat (April 2023)
- "Diversity Equity and Inclusion Luncheon: Neurodiversity in the Workplace," 2023 National Conference on Equal Employment Opportunity Law Midwinter Meeting (April 2023)
- Program Planning Committee Co-Chair – American Bar Association Section of Labor & Employment Law National Conference on Equal Employment Opportunity Law (March 28 – 31, 2023)
- "Legal Update – Change Management Employee Relations Retention," SHRM, Memphis, Tennessee (September 2022)
- "What Happens if the Traditional Performance Evaluation Goes Away? What's the Solution?," SHRM Annual Legal Conference, Memphis, Tennessee (April 2022)
- "A Day in the Life of COVID-Impacted HR Manager – Interactive Learning Segment," SHRM Annual Legal Conference, Memphis, Tennessee (April 2022)
- Program Planning Committee Co-Chair – ABA's 2022 National Conference on Equal Employment Opportunity Law (March 2022)
- Presenter – "Heading Back to Work: Are You Ready?," Small Business Council of the Greater Memphis Chamber (April 2021)
- Co-presenter – "Legal Perspective of the Tsunami of Change in Human Resources," Tennessee Society for Human Resource Management (SHRM) Conference (November 2020)

- Presenter – "Ensuring Safety with Employee Rights in Mind," Memphis Area Chamber of Commerce (April 2020)
- Presenter – "Mistle-Oh No! Tips for Planning a Faultless Fiesta Without Being a Grinch," MT SHRM Webinar (November 2019)
- Presenter – "Weed in the Workplace, Animal Accommodations & Migraine Monday's," TN SHRM Conference and Expo (September 2019)
- Presenter – "#MeToo: New Era in Sexual Harassment How to Protect Your Business," "Legal Issues Confronting Inside Counsel" seminar (November 2018)
- Presenter – "Hybrid ADA/ Staffing Cases: A Case Study analyzing new wave of class action lawsuits in which plaintiffs allege that chronic understaffing at long term care facilities violated the provider's duties under the Americans With Disabilities Act," Baker Donelson Long Term Care Symposium (November 8 – 9, 2018)
- "Harassment in the #MeToo Era, Is Your Company Ready?," LeadingAge Texas Annual Conference, San Antonio, Texas (May 2018)
- "Whose Document Is it? Possession of Documents in the Digital Age: What are the best Strategies for Employee Self-Protection and Employer Protection Against Theft and What Are Lawyers' Ethical Responsibilities?," 2018 American Bar Association National Conference on Equal Employment Opportunity Law (March 2018)
- "Multi-Generational Workplace: When Values and Perspectives Collide," American Bar Association Section of Labor & Employment Law's 2017 National Conference on Equal Employment Opportunity Law (March 2017)
- "Take This Job and Shove It: Hot Employment Law Issues in Long Term Care," 2016 LTC Symposium, Nashville, Tennessee (November 2016)
- "Hot Employment Law Issues for In House Counsel," Memphis, Tennessee (November 2016)
- "Supreme Court and Sixth Circuit Update," Labor & Employment Section Year End Seminar, Memphis Bar Association (December 2015)
- "Damage Strategies: Recent Developments, Legal Theories and the Role of Expert Witnesses," ABA webinar (December 2013)
- Management Chair Emeritas – "7th Annual Labor and Employment Law Conference," New Orleans, Louisiana (November 2013)
- "Marketing Your Practice to Secure Business and Recognition," 7th Annual Labor and Employment Law Conference, New Orleans, Louisiana (November 2013)
- "Handling Experts in Employment Litigation," The American Employment Law Council Meeting, Santa Barbara, California (October 2013)
- Co-author – "Impact of Social Media on Damages in Employment Litigation," ABA EEO National Conference (April 2013)
- "Where will the Pendulum Stop on Arbitration? ADR and Arbitration Case Law Update," 2012 American Bar Association Annual Meeting (August 2012)
- "Top Ten Ways to Reduce the Risk of Employment Litigation," Emerging Company Boot Camp (April 2010)
- "The New New New Thing: Current Topics in Complex FLSA Litigation," American Bar Association National Conference on Equal Employment Opportunity Law, San Antonio, Texas (March 2010)
- "Wellness Plans, Employer Health Incentives and Rebates, GINA and Other Emerging Benefits Issues," SHRM Memphis Annual Half-Day Legal Seminar (March 2010)
- "Fair Labor Standards Act," Labor and Employment Law Today: Evolution or Revolution?, *The University of Memphis Law Review* Symposium (February 2010)
- Moderator – "Americans with Disabilities Act Update," 2009 Equal Employment Opportunity Committee Mid-Winter Meeting, Orlando, Florida (2009)
- "Update on revisions to the ADA and FMLA, and other leave issues," SHRM Legal Seminar, Memphis, Tennessee (March 2009)

- "Employee Selection Procedures in the New Millennium," 2008 American Bar Association Teleconference (August 2008)
- "Dos and Don'ts of Discipline and Discharge," EEOC Regional Outreach Seminar, Tunica, Mississippi (July 2008)
- "Leadership and Community Service," Tennessee Bar Association Leadership Law Memphis Program (Panel discussed opportunities for lawyers to fill leadership roles in Community Service) (April 2008)
- "Employee Selection Procedures in the New Millennium," 2008 American Bar Association Equal Employment Opportunity Committee Mid-Winter Meeting, Tucson, Arizona (2008)
- "Tools for HR Professionals Including an Interactive Round Table Discussion Using Hypotheticals Involving Race and Color Discrimination," (Invitation-only executive leadership conference introducing a new EEOC program, Eradicating Racism and Colorism from Employment (E-RACE)), Civil Rights Museum, Memphis, Tennessee (April 2008)
- "Federal Laws Governing Leaves of Absence: FMLA, Pregnancy Discrimination Act, and ADA - practical advice for distinguishing among these legal issues," 2008 National ABA Section of Labor and Employment Law Second Annual CLE Conference, Denver, Colorado (2008)
- "In House Investigations," Institute of Management Accountants (November 2007)
- "Conducting Internal Investigations of Workplace Claims," Society of Human Resources Statewide Seminar, Chattanooga, Tennessee (September 2007)
- "Conducting an Internal Investigation – What practical steps should you take if you receive a charge of discrimination? How should you investigate?," United States Equal Employment Opportunity Commission Memphis Seminar (August 2007)
- "Leadership in Government," Tennessee Bar Association Leadership Law Memphis Program (Panel discussed opportunities for lawyers to fill leadership roles in government) (May 2007)
- Speaker/Moderator – "Analysis of an Investigation, Evidence, Communication and Implementation," 2007 American Bar Association Section of Labor and Employment Law National Conference (2007)
- "Hot Topics under the FMLA," Tennessee Healthcare Association (March 2007)
- "What You Can Learn From Paris Hilton About Protecting Client Confidentiality," Baker Donelson Women's Initiative Networking Group Ethics Seminar for In-House Counsel (October 2006)
- "Employment Class Actions," 2006 American Bar Association National Convention, Honolulu, Hawaii (August 2006)
- "Ethics and the Perception of Lawyers in Our Society," 2006 American Bar Association Equal Employment Opportunity Committee Mid-Winter Meeting, La Jolla, California (2006)
- "USERRA," Society for Human Resource Managers Annual Memphis Seminar (2006)
- "Ethics and the Profession," 2006 Memphis Bar Association CLE (2006)
- "Top Ten Mistakes Employers Make When Responding to the EEOC," Memphis Area Paralegal Association Luncheon (2006)
- "The Basics of Employment Law," MBA Program for Engineers, University of Memphis (2006)
- "Ethical Traps for the Unwary Employment Law Practitioner: The Propriety of Communicating with Current or Former Employee of an Adverse Party," American Bar Association EEO Committee Midwinter Meeting (2005)
- "How Did Perry Mason Do It? (Effective Cross Examination)," American Bar Association National Meeting (2005)



Webinars

- Post Dobbs: What Employers Need to Know and Where We Might be Headed (July 2022)



Education

- South Texas College of Law, J.D., 1999, magna cum laude

- Note and comment editor of the *South Texas Law Review*
- Member – Varsity Moot Court Team
- Winner – 1999 American Bar Association National Appellate Advocacy Competition
- University of Texas, B.A., 1991



Admissions

- Tennessee, 1999
- United States Court of Appeals, Sixth Circuit, 2005