



M. Kim Vance

Shareholder

Nashville | 615.726.5674 | kvance@bakerdonelson.com

Kim Vance has more than 30 years of experience representing management in every aspect of labor and employment law.

Ms. Vance is a shareholder in the Labor & Employment Group at Baker Donelson's Nashville office.

"Kim Vance has a 'very broad knowledge' of labor and employment law and is lauded for her 'hands-on' experience. She has extensive experience in HR and management training, in addition to noteworthy litigation experience." *Chambers USA: America's Leading Business Lawyers 2018*

"Kim Vance is described by sources as 'a terrific problem solver.' She is noted for her impressive counseling and defense of management teams before the EEOC and the Tennessee Human Rights Commission." *Chambers USA: America's Leading Business Lawyers 2013*

Ms. Vance "is commended for her breadth of experience and impressive client base." *Chambers USA: America's Leading Business Lawyers 2012*

"Kim is unique. She has the mind of a business owner and the intellect of a great lawyer. This combination has benefited our company in very meaningful ways," said Joe Scarlett, former Chairman and CEO of Tractor Supply Company, where Ms. Vance served as General Counsel previously.

In addition to defending companies in employment litigation, Ms. Vance's practice focuses upon:

- presenting in-house management training programs to reduce employment related legal risks for companies across the nation;
- counseling management clients through auditing human resources policies and practices to reduce legal risks; and
- developing pre-litigation strategies to improve available defenses in preparation for litigation.

She has represented management clients in State and Federal Courts and in defense of administrative proceedings before the Equal Employment Opportunity Commission, State Human Rights Commissions, State Unemployment Commissions, Arbitrators, the National Labor Relations Board and the Department of Labor.



Professional Honors & Activities

- Listed in *Chambers USA* as a leading Labor & Employment lawyer in Tennessee (2008 – 2023)
- Selected to Mid-South Super Lawyers since 2008
- Listed in *The Best Lawyers in America*® for Labor & Employment Law (2003 – 2004, 2016 – 2025)
- Named among the top 50 female attorneys by *Mid-South Super Lawyers* (2012 – 2014)
- Listed in "The Best of the Bar," *Nashville Business Journal* (2012)
- Nashville Area Chamber of Commerce HR Excellence Awards Chairperson (2005 – 2006); Examiner (2002 – 2003, 2007 – 2013)
- Adjunct Professor – Lipscomb University (2012 – present)
- Scarlett Leadership Institute Instructor (2006 – present)
- Law Clerk – United States District Court Judge H. Franklin Waters, Fayetteville, Arkansas

- Member – Tennessee Bar Association (Chair of Labor and Employment Section 2005 – 2006 and Vice Chair 2004 – 2005)
- Member – American, Tennessee and Nashville Bar Associations



Publications

- Co-author – "The Americans With Disabilities Act – A Management Guide" (2011)



Speaking Engagements

- "Open Mouth, Insert Foot: When Do Stray Comments Result In Employer Liability?" (March 2023)
- "Mid-Year Employment Law Update" (June 2022)
- "Job Description Workshop," Texas Electric Cooperative Association's Annual HR Conference (April 2021)
- "Conquering COVID Chaos," Tennessee Bankers Association HR Conference (December 2020)
- "HR and the Pandemic, New Rulings, and What's on Trend for 2021," Tennessee Valley Public Power Association Annual Human Resources Conference (November 2020)
- "Employment Update: Where Have We Been and Where are We Going?," Tennessee Human Rights Commission Annual Employment Law Conference (September 2020)
- "Straight Answers to Tough Questions (On ADA/FMLA and COVID-19 Issues)," National INTERACT Conference – In Focus Workshop (July 2020)
- "Emerging COVID-19 Issues for the Utility Industry," Tennessee Valley Public Power Association Personnel Law Update Webinar (May 2020)
- "Employment Law in the Coronavirus Landscape," National Rural Electric Cooperative Association (March 2020)
- "New Year's Resolutions for HR Professionals and In-House Counsel" (January 2020)
- "#MeToo, Year Two — What It Means For the Judicial Workplace," Tennessee Judicial Conference (March 2019)
- "Conducting Effective Internal Investigations," Tennessee Associate of Law Firm Administrators State Conference (February 2019)
- "Managing Off-Duty Conduct and Reducing Legal Risks," Cumberland Pediatric Practice Manager's Conference (February 2019)
- "Performance Management/Difficult Conversations," Duck River SHRM Employment Law Conference, Columbia, Tennessee (August 2017)
- "Telecommuting and Flexible Work Schedules: the Problem or the Solution?," 2017 Employment Law Seminar sponsored by the Tennessee Human Rights Commission in partnership with the Tennessee Department of Human Resources (June 2017)
- "Labor & Employment Panel Legal Update," Labor and Employment Symposium, NAAHR Nashville (June 2016)
- "Union Avoidance - HR's Strategic Role in Keeping the Workplace Union Free," 2013 Tennessee SHRM Conference and Exposition (October 2013)
- "Dick & Jane Revisited: Sexual Orientation and Transgender Discrimination," Tennessee Human Rights Commission Annual Employment Law Update (June 2013)
- "Social Media Issues For In-House Counsel: Nothing to LOL About!," Association of Corporate Counsel (March 2013)
- "Employment Law Update," Tennessee American Legal Administrators Conference (February 2013)
- "Strategic HR Thinking In Every Situation," Middle Tennessee SHRM Strategic Leadership Conference (February 2013)
- "Winning Game Plans For Defending EEOC Charges," Tennessee Valley Public Power Association Human Resources Conference (November 2012)
- "Bulletproof Documentation," Tennessee SHRM State Conference (September 2012)

- "What's Love Got To Do With It: The Perils and Pitfalls of the Workplace Romance," Middle Tennessee SHRM (August 2012)
- "Religious Discrimination and Accommodation Issues," Tennessee Human Rights Commission Annual Employment Law Update (June 2012)
- "Tennessee Employment Law Update," College and University Professional Association For Human Resources (May 2012)
- "Please Don't Leave Me Now! Complying with the Amended Family Medical Leave Act," Avant Resources webinar (March 2011)
- "Employment Law for Leaders 2011," Scarlett Leadership Institute (January 2011)



Webinars

- The EEOC: Getting Up to Speed and What's Next in 2024 and Beyond (February 2024)
- What Your CFO Needs to Know About Jury Verdicts (February 2022)
- Recruiting and Retaining Talent: The Future of Work (January 2022)
- Those Lazy, Hazy, Crazy Days of Summer: Mid-Year Employment Law Update (July 2021)
- Coordinating Medical Leaves of Absence: A Checklist for the Pandemic and Beyond (February 2021)
- 15th Annual Halloween HR & Employment Law Seminar (October 2020)
- Employee Handbooks 2020: Trends, Tools, and Legal Rules (July 2020)
- U.S. Supreme Court Rules LGBTQ Rights Are Protected By Federal Employment Law (July 2020)
- Managing ADA COVID-19-Related Reasonable Accommodations Requests (June 2020)



Education

- University of Arkansas at Little Rock Law School, J.D., 1986, with high honors
- University of Central Arkansas, B.A., 1983, with highest honors



Admissions

- Tennessee, 1986
- United States Court of Appeals for the Sixth Circuit, 1988
- United States District Court for the Middle District of Tennessee, 1988
- United States District Court for the Western District of Tennessee, 1990
- United States Supreme Court, 1995