



Hannah Elizabeth Jarrells

Shareholder

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Hannah is a business, employment, and commercial litigator who focuses on complex business disputes involving contracts, restrictive covenants, business torts, and trade secret misappropriation.

Hannah is a creative, strategic, and high-energy litigator representing clients in trade secret litigation, restrictive covenant litigation, fiduciary litigation, whistleblower litigation, and business tort litigation. She also represents clients in all aspects of employment litigation, including lawsuits alleging violations of city, state, and federal employment-related laws and regulations.

Clients rely on Hannah for her acumen in crafting and enforcing confidentiality agreements, non-compete agreements, non-solicitation agreements, and other forms of restrictive covenants related to protecting a company's competitive advantages and trade secrets.

Hannah is a skilled investigator and routinely leads internal investigations into complaints of alleged employee misconduct. She also provides clients with advice on a wide range of employment issues, including disciplinary actions and terminations, employment and separation agreements, restrictive covenant agreements, employee handbooks, and employment policies and best practices.

Representative Matters

- Represented eight defendants, including a publicly traded multinational corporation, in a nine-figure international dispute brought in the U.S. alleging breach of contract, fraud, fiduciary duty, and discrimination claims. After extensive litigation, prevailed on every cause of action against every defendant, resulting in a \$0 recovery.
- Defended a gas and welding supply company and obtained complete summary judgment in a suit alleging defamation and seeking a declaratory judgment that the company's restrictive covenants against former employees were invalid.
- Represented a manufacturing company in a trade secret theft case against a competitor, resulting in widespread injunctive relief that crippled the competitor's expansion plans and resulted in a substantial seven-figure settlement.
- Obtained complete summary judgment against a former employee of a health care company who alleged pregnancy discrimination under Title VII of the Civil Rights Act and interference with plan benefits under ERISA.
- Defended a Fortune 500 company in a Sarbanes-Oxley and Dodd-Frank whistleblower case and accepted a "court house surrender" from the plaintiff two days before trial following favorable pretrial rulings resulting in a 94 percent decrease in settlement demand.
- Defeated a preliminary injunction action sought against a manufacturing company by two former employees allowing the client to maintain its right to enforce former employees' restrictive covenants.
- Successfully defended a publicly traded software company against a whistleblowing complaint alleging violations of Securities and Exchange laws and wire fraud, culminating in a summary decision dismissing all claims with prejudice.
- Successfully negotiated a substantial and early six-figure settlement and the termination of a former employee from his new employer on behalf of an SaaS company after the former employee left with the client's trade secrets to join a competitor in violation of his non-competition agreement.

- Obtained summary judgment for a B2B marketing company on claims brought under the California Fair Employment Housing Act alleging disability discrimination.
- Obtained a complete defense verdict in a three-day arbitration on behalf of a national restaurant chain where a former employee claimed he was terminated on account of his age in violation of Title VII of the Civil Rights Act.



Professional Honors & Activities

- Listed in *Best Lawyers: Ones to Watch® in America* for Commercial Litigation, Labor and Employment Law - Management, and Municipal Law (2021 – 2025)
- Selected to *Georgia Rising Stars* in the area of Employment & Labor (2021 – 2023); Business Litigation (2024)
- Executive Editor – Georgia Journal of International and Comparative Law
- Pupil – W. Homer Drake, Jr. Georgia Bankruptcy American Inn of Court



Publications

- "A Framework For Investigating Commercial Loan Fraud," *Law360* (June 2024)
- "Application of the Business Judgement Rule in the USA, Germany, Switzerland and Selected Arab[ian] Countries," *New Law Online Journal* (June 2024)
- "Trade Secret Protection Plans Provide Certainty to Employers" (May 2024)
- "The End of Non-Competition Agreements? Not so Fast!" (April 2024)
- "Georgia Courts Upend Years of Lax Employee Restrictive Covenant Drafting" (October 2023)
- "What Makes for a Successful Mentor/Mentee Relationship?," *Women's Initiative Newsletter* (October 2021)
- "Have You Heard? Six Steps to Protect Your Company from Hostile Work Environment Claims Based on Workplace Rumors," republished in *Westlaw Journal Employment* (December 2019)
- "History, TRIPS, and Common Sense: Curbing the Counterfeit Drug Market in sub-Saharan Africa" (2015)



Speaking Engagements

- "Ethical Quandaries and Guidance for Internal and External Investigators" (November 6, 2020)



Webinars

- HR Floodgate: Navigating the Tsunami of Recent Employment Law Changes (May 2024)
- Fraud and Commercial Loan Transactions: From Suspicion to Investigation (April 2024)
- New Year, New Laws and What to Look For in 2020 (January 2020)



Education

- University of Georgia School of Law, J.D., 2015, cum laude
- University of Georgia, B.A., 2012, magna cum laude



Admissions

- Georgia
- U.S. District Court for the Northern District of Georgia
- U.S. District Court for the Middle District of Georgia
- U.S. District Court for the District of Colorado