



## Trey Range

Associate

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Trey Range concentrates his practice in employment litigation and aviation law, with an emphasis on corporate, regulatory, and general transactional issues.

Mr. Range concentrates his practice in employment litigation and aviation law. He has defended clients before the EEOC and in state and federal courts on all types of employment lawsuits, including allegations of discrimination, harassment, retaliatory discharge and other matters. He has also represented clients on a wide range of aviation deals in North America, Asia and Europe, and has experience coordinating with local counsel in a variety of jurisdictions to accomplish the clients' goals.

As a compliment to his aviation and general transactional practice, Mr. Range helps clients in commercial lending and contract disputes. He maintains an active pro bono work load, primarily guardianships for immigrant children and Online Tennessee Justice.

Before joining Baker Donelson as an associate, Trey worked as a summer associate for two summers, gaining experience in Title VII discrimination litigation as well as corporate transactional work.

### Representative Matters

- Obtained defense verdict at trial of premises liability action.
- Handled numerous EEOC Charges of Discrimination on behalf of employers under Title VII and other federal discrimination laws.
- Second chair at federal jury trial in employment discrimination lawsuit.
- Handled multi-million dollar M&A transaction on behalf of the target entity.
- Assisted clients and coordinated with local counsel regarding aviation, secured asset and tax issues for operating and financing leases and purchase and sale agreements for fixed wing aircraft and helicopters in various international locations, including England, Spain, France, Italy, Indonesia, Brazil, Malaysia, Nigeria, India, East Timor, Taiwan, Chile, Peru and the Philippines.
- Drafted a complex master lease agreement and subordinate lease schedules to facilitate the leasing of several aircraft worth \$28 million to an operator in Asia.
- Assisted domestic entities in aircraft purchases, sales and leases, and regulatory compliance.
- Advised clients with respect to asset and stock acquisitions of several companies, including related due diligence and the preparation of asset and stock purchase agreements.
- Advised a large furniture manufacturer with regard to agreements with suppliers, customers and other third-parties, and drafted supply agreements, sales representative agreements and exclusivity contracts.
- Advised aircraft components manufacturer on a license agreement with a major OEM.
- Represented financial institutions in the origination and securitization of commercial loans involving a variety of pledged collateral types.
- Drafted numerous pleadings and motions for clients in ADA, FMLA, and FLSA actions, contract disputes and real estate disputes, including successful motions for summary judgment.
- Deposed numerous fact witnesses and plaintiffs in a variety of litigation matters.
- Negotiated a favorable settlement in a product liability action.
- Represented executors in multiple complex probate administrations.
- Second chair at breach of contract lawsuit.

- Prepared numerous affirmative action plans for government contractors.



## Professional Honors & Activities

- Named a *Best Lawyers in America*® "Ones to Watch" in Litigation - Labor and Employment (2021)



## Publications

- Co-author – "OFCCP Scheduling List Updated March 2021 – Is Your Company Scheduled for Audit?" (April 2021)
- Co-author – "OFCCP Indicates Intent to Rescind Trump-Era Rule Expanding Exemptions for Religious Contractors" (February 2021)
- Co-author – "Return to Work Analysis for Vulnerable Employees During COVID-19," republished in *Westlaw* (May 14, 2020)
- Co-author – "Can Your Corporate Flight Department Match the FAA's Requirement for Commercial Pilots to Retire at Age 65?" (September 2019)
- Co-author – "Employment Law Update: U.S. Supreme Court Declares EEOC Charge Requirement Non-Jurisdictional" (June 2019)
- Author – "Lessons From the Ezekiel Elliott Arbitration" (September 2017)
- Author – "The Working Families Flexibility Act – Congress's First Step to Helping Employers Manage Overtime Costs" (May 2017)
- Co-author – "The Third Amendment's Consent Clause: A Conceptual Framework for Analysis and Application," *Tennessee Law Review*, Spring Edition, Volume 82, Number 3, pages 647-662 (2015)
- Co-author – "Could Windsor Revive Federalism? The States' Right to Protect Citizens Following DOMA's Demise," *Tennessee Law Review*, Winter Edition, Volume 81, Number 2, pages 309-340 (2014)



## Speaking Engagements

- "A 40k Foot View of Aviation Law," Tennessee Bar Association CLE Ski 2020, Snowmass Colorado (January 2020)
- "Urgent Issues for Modern Employers," Labor and Employment law seminar, Kingsport, Tennessee (March 2019)
- "12th Annual Virginia Labor and Employment Law Seminar" (September 2017)
- Co-presenter – "Strategic Thinking in Every Situation," Issues for Modern Employers - Labor and Employment Seminar (March 2015)
- Panelist – "Exploring the Forgotten: A Modern Look at the Third Amendment," Tennessee Law Review Symposium (February 2015)



## Education

- University of Tennessee College of Law, J.D., 2014
  - Student Materials Editor – *Tennessee Law Review*
  - Second Year Editor – *Tennessee Law Review*
  - Vice President – Student Bar Association
  - At-Large Representative – Student Bar Association
  - Member – Novak Loan Committee
  - Member – Law Men
- University of Tennessee, B.S. in Finance, 2011, magna cum laude



## Admissions

- Tennessee, 2014

- U.S. District Court for the Eastern District of Tennessee, 2015