



Jennifer G. Hall

Shareholder

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Jennifer G. Hall practices in the labor and employment area, as both a trial lawyer and consultant for several of the Jackson office's premiere clients.

A shareholder licensed in both Mississippi and Tennessee, Jennifer assists clients in areas including single plaintiff and multi-plaintiff discrimination defense, employee classification issues, retaliation defense, state employment law issues, and wage and hour matters. She frequently represents employers before the Equal Employment Opportunity Commission, Department of Labor and Mississippi Department of Employment Security, and in federal and state courts.

Jennifer coordinates the Jackson office's Third Thursday Labor & Employment Breakfast Briefing series and she is a frequent speaker and author on employment issues. She takes an active role in the Mississippi Bar Association, serving on its Women in the Profession Committee and its Labor and Employment Section Executive Committee, as well as having served as president of the Young Lawyers Division in 2011–2012. Inside the Firm, she serves on the Pro Bono and Recruiting Committees and has been a recipient of the Jackson office's pro bono award.

Representative Matters

- Obtain dismissal of Section 1981 and Section 1983 claims and punitive damages demand under Title VII for municipal airport authority.
- Obtain dismissal of three individual defendants, former and current airport authority employees, based upon qualified immunity under Section 1981 and Section 1983 and lack of individual liability under Title VII.
- Obtained jury trial defense verdict in favor of airport authority sued for alleged reverse discrimination based upon failure to promote.
- Obtained jury trial defense verdict on behalf of medical device company accused of discrimination claims.
- Obtained summary judgment against Equal Employment Opportunity Commission (EEOC) in enforcement action against home health agency, affirmed in part on appeal to Fifth Circuit Court of Appeals after oral argument.
- Successfully appealed to the Mississippi Court of Appeals on a Mississippi Department of Employment Security's misclassification of independent contractors of paramedical company as employees.
- Won summary judgment on pro se plaintiff's race discrimination case against automotive parts manufacturer.
- Received summary judgment in favor of nursing home on claims of retaliation.
- Obtained summary judgment for national restaurant operator against claims of sexual harassment based upon Ellerth/Faragher affirmative defense, then successfully affirmed on appeal to Fifth Circuit Court of Appeals.
- Won summary judgment for federal contractor on pro se plaintiff's claim of race discrimination and retaliation.
- Obtained summary judgment for life insurance company in a ERISA challenge to the company's denial of long-term disability benefits.
- Obtained dismissal of lawsuit based upon arbitration agreement between oil company and employee; employee failed to pursue arbitration after court dismissal.

- Won dismissal of lawsuit against facilities operations and management company based upon pro se plaintiff's failure to timely serve the complaint.
- Received summary judgment for casino in employee's disability discrimination case.
- Obtained summary judgment for regional health center in the U.S. District Court for the Northern District of Mississippi in which the plaintiff asserted claims against the hospital and its administrator for wrongful termination in retaliation for the exercise of protected speech, as well as various state law claims.
- Secured summary judgment based on plaintiff's failure to comply with the procedural requirements of the Mississippi Tort Claims Act.
- Defended a poultry processor against race, national origin and gender discrimination, retaliation, and harassment claims brought by 11 individual plaintiffs and a pattern and practice claim brought by the EEOC seeking to recover equitable relief, compensatory damages, and punitive damages on behalf of more than 100 class members that ultimately resulted in a favorable settlement for the client.
- Obtained summary judgment on behalf of a restaurant franchise operator against allegations of discrimination brought by minorities who were asked to leave the restaurant for disruptive behavior and rude treatment of their minority server. The court held that the restaurant had legitimate, nondiscriminatory reasons to ask the plaintiffs to leave the restaurant.
- Obtained summary judgment for mental health facility and its individual board members in action alleging breach of employment contract, section 1983 claim, freedom of association, and intentional infliction of emotional distress.



Professional Honors & Activities

- AV® Preeminent™ Peer Review Rated by Martindale-Hubbell
- Listed in *Best Lawyers in America*® in Labor & Employment Litigation (2018 – 2021); Employment Law - Management (2019 – 2021)
- Listed in *Mid-South Rising Stars* (2009 – 2017)
- Named as one of *Mississippi Business Journal's* "Leaders in Law" (2018)
- Named as one of *Portico Magazine's* "Top 10 Attorneys in Mississippi" (January 2016)
- Named as one of *Mississippi Business Journal's* "Top 50 Under 40" (2016)
- Named as one of *Mississippi Business Journal's* 50 Leading Business Women in Mississippi (2015)
- Recipient – Baker Donelson's CEO Circle Award for Public Service (2014)
- Recipient – Baker Donelson Jackson Pro Bono Attorney of the Year (2008)
- Member – American, Mississippi, Tennessee and Capital Area Bar Associations
- Member – Federal Bar Association for the Fifth Circuit
- Capital Area Bar Association, Co-Chair of Programming Committee (2015 – 2016); Co-Chair of Membership Committee (2014 – 2015); Board of Directors, Post 3 (2010 – 2012); Chair of Social Committee (2007 – 2009); Member of Women in the Profession Committee (2007 – 2008)
- Member – Mississippi Bar, Chair of Women in Profession Committee (2018 – 2021); Chair of Labor & Employment Section (2018 – 2019); Vice Chair of Labor & Employment Section (2017 – 2018); Women in the Profession Committee (2013 – 2021); Executive Committee Member of Labor & Employment Section (2013 – 2016); Secretary of Labor & Employment Section (2016 – 2017)
- Member – Mississippi Women Lawyers Association
- Member – Mississippi Defense Lawyers Association
- Mississippi Bar Young Lawyers Division, President (2011 – 2012); President-Elect (2010 – 2011); Chair of YLD Bar Admissions Ceremony (2009 – 2010); Secretary (2008 – 2009); Board of Directors, Hinds Post 1 (2006 – 2008); Disaster Legal Assistance Committee's Chairperson for Legal Assistance at the FEMA Disaster Recovery Center in Jones County, Mississippi for Hurricane Katrina Victims (2005)
- Fellow – Mississippi Bar Young Lawyers
 - Board of Directors (2018 – 2019)

- Member – Society of Human Resources Management (SHRM)
- Member – Capital Area Human Resources Association (CAHRA)
- Former Member – Jackson Young Lawyers
- Editor – *Mississippi Lawyer Magazine* (2017 – 2018)



Community and Civic Involvement

- Sustaining Member – Junior League of Jackson
- Board of Directors – Girls Scouts of Greater Mississippi, Inc.
- Alumni – Leadership Greater Jackson Class of 2009
- Parent Association Board, Member-At-Large – St. Anthony Catholic School (2020 – 2021)



Publications

- "The 2020 Election and Your Employees," Mississippi Association of Personnel Administrators Newsletter (November 2020)
- "New Administration, New NLRB" (October 2018)
- "Justice System to Workforce: The Finer Points of Title VII's Implications on Criminal Background Checks" (July 2018)
- "2017 in Employment Law: Update and Predictions," Mississippi Manufacturers Association's *Legal Briefs*, Volume 2 (November 2017)
- "Is the 8 and 80 Overtime Exception for Hospitals and Health Care Providers the Right Fit for Your Company?," *Health Law Alert* (May 2017)
- Featured – "Time Running Out on Learning New Way to Manage Overtime," *Mississippi Business Journal* (November, 2016)
- "Is Sexual Orientation a Protected Category under Title VII?" (August 9, 2016)
- Contributor – "Sexual Orientation and Gender Identity," *EMPLOYMENT DISCRIMINATION LAW*, Chapter 11, Fifth Edition (ABA Section of Employment Law, 2015 Cumulative Supplement) (January 2015)



Speaking Engagements

- "Life Cycle of an Employee," Mississippi Association of Housing and Redevelopment Officials (April 2021)
- "The Updated Employer's Guide to the COVID-19 Vaccine," Golden Triangle Chapter of the Society of Human Resources Management Association (March 2021)
- "The Updated Employer's Guide to the COVID-19 Vaccine," Pine Belt Human Resources Association (March 2021)
- "Employment Law Update," Mississippi Association of Personnel Administrators (December 2020)
- "Resilient Future: The Legal Landscape for Employers," Mississippi SHRM Chapter Annual Conference (November 2020)
- "COVID-19: The Families First Coronavirus Response Act, Unemployment, and Returning to School," webinar, Capital Area Human Resources Association (August 5, 2020)
- "Families First Coronavirus Response Act and Small Businesses," Mississippi Small Business Development Center (July 29, 2020)
- "COVID-19: The Families First Coronavirus Response Act and Unemployment in Health Care," webinar, University of Mississippi Outreach Health Law CLE (July 24, 2020)
- "Unemployment Benefits and Costs during COVID-19," Mississippi Small Business Development Center (July 15, 2020)
- "Do's and Don'ts of Discipline and Discharge," National Business Institute (July 8, 2020)
- "Employee Handbooks: Information Every Handbook Should Contain," National Business Institute (July 8, 2020)

- "COVID-19, OSHA, and Small Businesses," Mississippi Small Business Development Center (July 1, 2020)
- "COVID-19, Families First Coronavirus, OSHA and Unemployment," Mississippi Paralegal's Association (June 25, 2020)
- "Families First Coronavirus Response Act, Cares Act, and Other COVID-19 Employment Concerns," Mississippi Society of Human Resources Management (SHRM) (April 29, 2020)
- "Navigating Housing and Employment Laws During COVID-19," Mississippi Association of Housing and Redevelopment Officials (MAHRO) (April 1, 2020)
- "New Year, New Laws ... What to Expect in 2020," SHRM Chapter, Capital Area Human Resources Association (February 2020)
- "Life Cycle of an Employee: Wage and Hour" (October 2019)
- "Employment Law Update in Mississippi," Mississippi Corporate Counsel Association's monthly luncheon, Jackson, Mississippi (August 2019)
- "Employment Law Update," "Alternative Dispute Resolution in the Employment Context," "Wage and Benefit Issues," and "Controlling Unemployment Compensation Costs," NBI seminar, "Mini-Law School for HR Professionals," Pearl, Mississippi (July 2019)
- "Wage and Hour Update," Mississippi Bar's Labor and Employment Section Annual CLE, Jackson, Mississippi (July 2019)
- "Vegas, Baby! When Off-Duty Conduct Needs Correction," Capital Area Human Resource Association (CAHRA), Jackson, Mississippi (June 2019)
- "Life Cycle of an Employee – Recruiting and Hiring" (April 2019)
- "Imperative Information that Every Employee Handbook Should Contain," National Business Institute's "Human Resource Law from A to Z" seminar, Pearl, Mississippi (March 2019)
- "Wage and Benefits Issues," National Business Institute's "Human Resource Law from A to Z" seminar, Pearl, Mississippi (March 2019)
- "Controlling Unemployment Compensation Costs," National Business Institute's "Human Resource Law from A to Z" seminar, Pearl, Mississippi (March 2019)
- "Legal Climate for LGBTQ Employees - What Employers Need to Know about Current Legal Standards and Trends," HRC Business Summit (November 2018)
- "Tips on How to 86 Wage & Hour Violations in Your Restaurants," webinar (September 2018)
- "Vegas, Baby! When Off-Duty Conduct Needs Correction" (August 2018)
- "Thrive @ Work" (July 2018)
- "#MeToo – New Era in Sexual Harassment, Media Frenzy, or Both?" (March 2018)
- "2017 Year in Review and 2018 Predictions" (January 2018)
- "2017 in Employment Law: Stars Aligning or Through the Looking Glass?," Delta Human Resources Association's 17th Annual Human Resource Seminar, Greenwood, Mississippi (November 2017)
- "OSHA's Recordkeeping Rule: What's Old, What's New, What's the Status?" (September 2017)
- "Charting the Right Course for Your Organization" (December 2016)
- "Legal Climate for LGBTQ Employees – What Employers Need to Know about Current Legal Standards and Trends," HRC Business Summit, Jackson, Tennessee (December 2016)
- "Countdown to Compliance: The New OT Regs Are Almost Law (Jackson)" (October 2016)
- "New FLSA Overtime Law & What It Means To You," 2016 MAA Conference & Tradeshow (September 2016)
- Featured – "Overtime and Minimum Wage Laws," Mississippi Public Broadcasting's In Legal Terms radio program (December 2015)
- "Navigating the Road Ahead in Wage and Hour Laws," Delta Human Resource Management Association's 15th Annual Human Resources Seminar, Greenwood, Mississippi (November 2015)
- "Getting to Yes: Why Your Law Firm Should Answer the Call of Pro Bono," Mississippi Bar Convention (July 2015)

- "Workplace Romance: Cupids and Demons," Mississippi SHRM 20th Annual Human Resource Conference & Expo, Biloxi, Mississippi (May 2015)
- "Employment Law: 2015 Comprehensive Guide," National Business Institute, Jackson, Mississippi (March 2015)
- "ADA, FMLA and Workers' Comp: Navigating the Bermuda Triangle and Coming Out Alive," East Central Society for Human Resources Management, Meridian, Mississippi (February 2015)
- "2014 Year in Review and 2015 Predictions," Capital Area Human Resource Association, Jackson, Mississippi (February 2015)
- "Comprehensive Employment Law," Sterling Education Services, Inc., Jackson, Mississippi (January 2015)
- "2014 Year in Review and 2015 Predictions," Delta Society for Human Resource Management, Indianola, Mississippi (January 2015)
- "Representing your Client in Federal Court," National Business Institute, Jackson, Mississippi (June 2014)
- "Human Resource Law from Start to Finish," National Business Institute, Jackson, Mississippi (April 2014)
- "Human Resource Law from Start to Finish," National Business Institute, Gulfport, Mississippi (April 2014)
- "Employment Law: Beyond the Basics," Sterling Education Services, Jackson, Mississippi (January 2014)
- Faculty Member – "Employment Law Update," Lorman Education Services Seminar, Tupelo, Mississippi (August 2013)
- Featured – "Anti-Discriminatory & Wrongful Termination Laws," In Legal Terms radio program (August 2013)
- "Nuts and Bolts of Employment Law," Mississippi Society of Certified Public Accountants, Ridgeland, Mississippi (June 2013)



Webinars

- Is Your Business Adequately Providing Accommodations in the Wake of the Pandemic? (October 2020)
- Addressing Employers' Concerns About Coronavirus (March 2020)
- Ringing in the New Year: A Review and Preview of Employment Law Developments (January 2019)
- Applying NLRB's Handbook Guidance (June 2016)



Education

- University of Mississippi School of Law, J.D., 2002
- University of Mississippi School of Business, B.B.A., 1999, magna cum laude



Admissions

- Tennessee, 2010
- Tennessee Supreme Court, 2010
- Mississippi, 2002
- Mississippi Supreme Court, 2002
- United States Court of Appeals for the Fifth Circuit, 2002
- United States District Court for the Northern District of Mississippi, 2002
- United States District Court for the Southern District of Mississippi, 2002