



Jennifer G. Hall

Of Counsel

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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 premier clients.

Licensed in both Mississippi and Tennessee, Jennifer assists clients in areas including single and multi-plaintiff discrimination defense, enforcement actions, employee classification issues, retaliation defense, antitrust issues in human resources, noncompetition agreement enforcement, bad faith denial of workers' compensation claims, state employment law issues, and wage and hour matters, including collective actions and audits. She frequently represents employers before the Equal Employment Opportunity Commission (EEOC), Department of Labor (DOL), and Mississippi Department of Employment Security (MDES), and in federal courts. Jennifer is a frequent speaker and author on employment issues.

She takes an active role in the Mississippi Bar Association, having chaired the Women in the Profession Committee and the Labor and Employment Section Executive Committee, as well as having served as president of the Young Lawyers Division in 2011 – 2012. For her service to the Bar, Jennifer received the 2022 Distinguished Service Award, and she has been named a Fellow of the Mississippi Bar Foundation. 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

- Obtained summary judgment on an Americans with Disabilities Act failure to accommodate claim for a hotel management company.
- Obtained a dismissal of Section 1981 and Section 1983 claims and punitive damages demand under Title VII for a municipal airport authority.
- Obtained a dismissal for 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 a jury trial defense verdict in favor of an airport authority sued for alleged discrimination based upon failure to promote.
- Obtained a jury trial defense verdict on behalf of a medical device company accused of discrimination claims.
- Obtained summary judgment against the EEOC in an enforcement action against a home health agency; affirmed in part on appeal to the Fifth Circuit Court of Appeals after oral argument.
- Successfully appealed to the Mississippi Court of Appeals on the MDES's misclassification of independent contractors of a paramedical company as employees.
- Won summary judgment on pro se plaintiff's race discrimination case against an automotive parts manufacturer.
- Received summary judgment in favor of a nursing home on claims of retaliation.
- Obtained summary judgment for a national restaurant operator against claims of sexual harassment based upon *Ellerth/Faragher* affirmative defense; successfully affirmed on appeal to Fifth Circuit Court of Appeals.
- Won summary judgment for a federal contractor on pro se plaintiff's claim of race discrimination and retaliation.

- Obtained summary judgment for a life insurance company in an ERISA challenge to the company's denial of long-term disability benefits.
- Obtained dismissal of lawsuit based upon the arbitration agreement between an oil company and employee; employee failed to pursue arbitration after court dismissal.
- Won dismissal of lawsuit against a facilities operations and management company based upon pro se plaintiff's failure to timely serve the complaint.
- Received summary judgment for a casino in an employee's disability discrimination case.
- Obtained summary judgment for a 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 the 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 Equal Employment Opportunity Commission 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 a mental health facility and its individual board members in an action alleging breach of employment contract, Section 1983, freedom of association, and intentional infliction of emotional distress claims.
- Represented a freight company in the appeal of a federal lawsuit filed by a former employee alleging racial discrimination. The appellate court affirmed the district court's grant of summary judgment in favor of the freight company.
- Obtained a 12(b)(6) dismissal of a bad faith workers' compensation claim. The complaint alleged bad faith denial of a hernia claim; the claim had been denied as not work-related under Mississippi's five-part hernia compensation standard. The case was dismissed based upon the plaintiff's admitted failure to exhaust administrative remedies with the Mississippi Workers' Compensation Commission.



Professional Honors & Activities

- AV® Preeminent™ Peer Review Rated by Martindale-Hubbell
- Listed in *The Best Lawyers in America*® for Labor and Employment Litigation (2018 – 2026); Employment Law - Management (2019 – 2026)
- Selected to Mid-South Super Lawyers (2024)
- Selected to 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 – Mississippi Society of Human Resources Management Spirit of HR Award (2023)
- Recipient – Mississippi Bar's 2022 Distinguish Service Award
- Recipient – Baker Donelson's CEO Circle Award for Public Service (2014)
- Recipient – Baker Donelson Jackson Pro Bono Attorney of the Year (2008)
- Fellow – Mississippi Bar Foundation, Inc.
- Fellow – Young Lawyers Division of the Mississippi Bar, President (2022 – 2023); Vice President (2021 – 2022)

- 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)
- 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 – St. Anthony Catholic School, President-Elect (2023 – 2024); Vice President of Recruitment (2021 – 2023); Member-At-Large (2020 – 2021)



Publications

- "Supreme Court Strikes Down College Affirmative Action Programs," republished August 4, 2023, in HR Daily Advisor (July 2023)
- "Labor and Employment Law," Chapter 43, *ENCYCLOPEDIA OF MISSISSIPPI LAW* (April 2023 Update)
- "Nursing Home Vaccine Requirements are Coming. What Happens Next?," *McKnight's Long-Term Care News* (September 2021)
- "Nursing Home Staff Vaccine Requirements Are Coming – What Happens Next?" (August 2021)
- "The 2020 Election and Your Employees," Mississippi Association of Personnel Administrators Newsletter (November 2020)
- "2017 in Employment Law: Update and Predictions," Mississippi Manufacturers Association's *Legal Briefs*, Volume 2 (November 2017)
- Featured – "Time Running Out on Learning New Way to Manage Overtime," *Mississippi Business Journal* (November 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

- "FMLA, ADA, and Workers Compensation Reimagined," Mississippi Society of Human Resources Management Annual Conference (September 2023)

- "Public Housing 1010 and Commissioner Training," Carolinas Council of Housing Redevelopment & Codes Officials Annual Conference (August 2023)
- "Diversity, Equity & Inclusion," 2023 Mississippi Association of Housing and Redevelopment Officials (MAHRO) Annual Conference, Biloxi, Mississippi (August 2023)
- "Federal Employment Law Overview" and "Protecting Your Agency from Lawsuits," Southeastern Regional Council of the National Association of Housing and Redevelopment Officials (March 2023)
- "2022 Year in Review and Looking Ahead to 2023," Capital Area Human Resources Association (January 2023)
- "Meeting the Moment in Workplace Inclusion," Human Rights Campaign (December 2022)
- "Federal Employment Law Overview" and "Protecting Your Agency from Lawsuits," Mississippi Association of Housing and Redevelopment Officials (August 2022)
- "Mississippi Employment Law Update," Associated Builders & Contractors of Mississippi (August 2022)
- "Wage and Hour Update," National Business Institute (July 2022)
- "The New World of Reasonable Accommodations and Handling Employee Leave," Mississippi Society for Human Resources Management (May 2022)
- "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 2020)
- "Families First Coronavirus Response Act and Small Businesses," Mississippi Small Business Development Center (July 2020)
- "COVID-19: The Families First Coronavirus Response Act and Unemployment in Health Care," webinar, University of Mississippi Outreach Health Law CLE (July 2020)
- "Unemployment Benefits and Costs during COVID-19," Mississippi Small Business Development Center (July 2020)
- "Do's and Don'ts of Discipline and Discharge," National Business Institute (July 2020)
- "Employee Handbooks: Information Every Handbook Should Contain," National Business Institute (July 2020)
- "COVID-19, OSHA, and Small Businesses," Mississippi Small Business Development Center (July 2020)
- "COVID-19, Families First Coronavirus, OSHA and Unemployment," Mississippi Paralegal's Association (June 2020)
- "Families First Coronavirus Response Act, Cares Act, and Other COVID-19 Employment Concerns," Mississippi Society of Human Resources Management (SHRM) (April 2020)
- "Navigating Housing and Employment Laws During COVID-19," Mississippi Association of Housing and Redevelopment Officials (MAHRO) (April 2020)
- "New Year, New Laws ... What to Expect in 2020," SHRM Chapter, Capital Area Human Resources Association (February 2020)
- "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)
- "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)
- "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)
- "Legal Climate for LGBTQ Employees – What Employers Need to Know about Current Legal Standards and Trends," HRC Business Summit (December 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 (May 2015)
- "Employment Law: 2015 Comprehensive Guide," National Business Institute (March 2015)
- "ADA, FMLA and Workers' Comp: Navigating the Bermuda Triangle and Coming Out Alive," East Central Society for Human Resources Management (February 2015)
- "2014 Year in Review and 2015 Predictions," Capital Area Human Resource Association (February 2015)
- "Comprehensive Employment Law," Sterling Education Services, Inc. (January 2015)
- "2014 Year in Review and 2015 Predictions," Delta Society for Human Resource Management (January 2015)
- "Representing your Client in Federal Court," National Business Institute (June 2014)
- "Human Resource Law from Start to Finish," National Business Institute (April 2014)
- "Employment Law: Beyond the Basics," Sterling Education Services (January 2014)
- Faculty Member – "Employment Law Update," Lorman Education Services (August 2013)
- "Anti-Discriminatory & Wrongful Termination Laws," In Legal Terms radio program (August 2013)
- "Nuts and Bolts of Employment Law," Mississippi Society of Certified Public Accountants (June 2013)



Webinars

- Is Your Business Adequately Providing Accommodations in the Wake of the Pandemic? (October 2020)



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