



Jamie Ballinger

Of Counsel

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Jamie Ballinger concentrates her practice in employment, professional liability and corporate issues in the health care, hospitality and manufacturing industries in both state and federal courts.

Ms. Ballinger handles a wide variety of employment, professional liability and corporate issues in the health care, hospitality and manufacturing industries in both state and federal courts.

She assists clients with compliance and litigation issues related to both state and federal laws, including Title VII, FLSA, ADEA, ADA, FMLA, USERRA, EPA and GINA.

Representative Matters

- Counseled local small business and employer to ensure that all employees were properly classified and compensated in compliance with state and federal law during its growth into a new industry.
- Successfully defended a cardiologist and his group in a multi-year health care liability and wrongful death action.
- Counseled international company on compliance with U.S. employment laws related to the retention of a high level executive and the Americans with Disabilities Act.
- Implemented a Quality Improvement Committee (Peer Review) Program for a medical group practice.

Professional Honors & Activities

- Named a Mid-South Rising Star by *Mid-South Super Lawyers* (2014 – 2019)
- Named as one of the "40 Under 40" by the *Greater Knoxville Business Journal* (2016)
- Recipient – East Tennessee Lawyers' Association for Women "Spirit of Justice Award" for advocacy for women in and outside of the legal profession (2017)
- Member – Civil Service Merit Board, City of Knoxville (appointed by Mayor M. Rogero, 2019; Chair, 2020)
- Leadership Tennessee NEXT, Leadership Tennessee (2019)
- Member – Executive Women's Association (2019)
- Member – American, Tennessee and Knoxville Bar Associations
- Fellow – Knoxville Bar Association
- Chair – Difficult Conversations, Knoxville Bar Association Diversity Committee (2020)
- Elected – Knoxville Bar Association Board of Governors (2017)
- Recipient – Knoxville Bar Association "President's Award" for service to the Bar (2016)
- Fellow – Knoxville Bar Foundation
- Board Member – Great Smoky Mountains Association (GSMA)
- Adjunct Faculty – University of Tennessee College of Law (2014 – present)
 - Recipient, Outstanding Adjunct Teaching Award (2020)
- Elected – Alumni Council, University of Tennessee College of Law (2020)
- Selected Member – Tennessee Bar Association's Leadership Law Program (2015)
- President – East Tennessee Lawyers' Association for Women (2014)
- Chair – Interfaith Health Clinic Foundation Board (2016 – 2017)
- Board member – North Knoxville Business and Professionals' Association (2015)

- Recipient – Chancellor George C. Lewis Advocacy Award
- Member – Hamilton Burnett American Inn of Court
- Order of the Barristers



Publications

- "Determination: Young Women Forging Their Paths," *Women's Initiative Newsletter* (October 2020)
- "Remote Depositions: A Great Tool for Litigators During Coronavirus," *Trial Spotlight Newsletter* (August 2020)
- Co-author – "Virtual proceedings: A Practitioners' Guide," *Westlaw* (July 2020)
- Co-author – "Return to Work Analysis for Vulnerable Employees During COVID-19," republished in *Westlaw* (May 14, 2020)
- Co-author – "Navigating Remote Depositions: A Practitioners' Guide," Republished May 7, 2020 in *Bloomberg Law* (April 22, 2020)
- "The Spotlight on Pay Equity is Here to Stay" (March 7, 2016)
- Co-author – "Tips for Asserting and Upholding the Patient Safety Work Product Privilege," *DRI MedLaw Update* (2013)
- Co-author – "Provider Liability: It is Not Just Malpractice Anymore," *East Tennessee Medical News* (January 2011)
- "Medical Malpractice Claims Report Update - Bredesen Signs Bill Amending Health Data Reporting Act," *East Tennessee Medical News* (January 2011)
- "Legislative Update: The Tennessee Health Carrier Grievance and External Review Procedure Act," *East Tennessee Medical News* (January 2011)
- "Legislative Update - The Tennessee Patient Safety and Quality Improvement Act," *East Tennessee Medical News* (January 2011)
- "Coming Soon - Mandatory Compliance Plans. Are You Ready? ," *East Tennessee Medical News* (January 2011)
- "A Physician's Unprofessional Conduct Could Lead to Sanctions from the Tennessee Board of Medical Examiners," *Knoxville Academy of Medicine*, magazine (January 2011)



Speaking Engagements

- "The New Overtime Wage Rule and its Impact on the Hospitality Industry," Greater Knoxville Hospitality Association (August 2016)
- "The Year Ahead in Employment Law," East Tennessee Society for Healthcare Human Resources (2016)
- "Employment Law Fundamentals, Seeds for Success," Women in Entrepreneurship Seminar (2015)
- "Preparing to take the Plaintiff's Deposition," Tennessee Bar Association's "Mastering the Deposition" seminar (2014)
- "Medical Malpractice and Contracts," University of Tennessee College of Nursing (2013)



Webinars

- To Trial or Not to Trial: Changing Considerations and Strategies for Effective COVID-Era Dispute Resolution (March 2021)



Education

- University of Tennessee College of Law, J.D., 2008, cum laude
- University of Tennessee, B.A., Rhetoric and Writing, 2001, summa cum laude



Admissions

- Tennessee, 2008
- Kentucky, 2014
- U.S. District Court for the Eastern District of Tennessee, 2009