



Jennifer Cook

Attorney

Nashville | 615.726.5640 | jcook@bakerdonelson.com

Jennifer Cook is an employment litigation attorney with extensive experience advising clients on a variety of employment issues and litigating civil and administrative employment matters.

Ms. Cook defends a range of employment-related disputes, including discrimination, harassment, retaliation, leave, and wage and hour violations filed with federal, state, and local agencies and courts.

Ms. Cook has experience across a wide variety of human resources issues including discipline, termination, compensation, FMLA and ADA matters, disability accommodation, and policy formation and guidance. She has conducted internal investigations, helped manage employee benefit plans, advised on regulatory requirements, and managed multi-state employment litigation.

Before joining Baker Donelson, Ms. Cook spent 12 years in-house, working first as a senior employment attorney for a Fortune 500 company with more than 80,000 employees in 35 states, and then as senior employment counsel for a Nashville-based health care technology company with more than 4,000 employees located across the country. This experience informs every aspect of Ms. Cook's relationship with her clients. She understands the pressures that both human resources professionals and in-house counsel face, and delivers advice and work product in a straightforward, actionable manner.



Professional Honors & Activities

- Member – Law Association for Women, Marion Griffin Chapter



Speaking Engagements

- "Heard It Through the Grapevine: Weeding Out Gossip in the Workplace" (February 2020)
- "Landmines and Lawsuits: Navigating Employee Background Checks" (March 2019)



Education

- University of Mississippi School of Law, J.D., 1999, magna cum laude
 - *Mississippi Law Journal*
- University of Memphis, M.A., political science, 1996
- University of Memphis, B.A., political science, 1994



Admissions

- Tennessee, 1999