



## Dean J. Shauger

Associate

Memphis | 901.577.8117 | [dshauger@bakerdonelson.com](mailto:dshauger@bakerdonelson.com)

Dean Shauger counsels and defends employers in labor and employment matters, such as workplace discrimination, wage and hour issues, sexual harassment, and employee termination.

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Mr. Shauger counsels employers on a national basis in employment, personnel, and human resources matters such as hiring and discharge, reductions in force, wage and hour compliance, employment separation agreements, and creation and implementation of workplace policies. He works with clients to conduct internal investigations into claims of workplace discrimination and sexual harassment. Mr. Shauger also advises employers in traditional labor matters, including collective bargaining, grievance arbitrations, and unfair labor practice proceedings before the National Labor Relations Board.

Additionally, Mr. Shauger serves as counsel to clients in complex litigation matters, including class and collective actions, federal compliance actions, business and commercial litigation, and various other civil litigation matters. His diverse litigation experience across multiple industries and forums mirrors his ability to adapt to any client's business environment and needs. This skill allows him to be a meaningful contributor and partner when needed. Having litigated cases before administrative agencies and in state and federal courts, Mr. Shauger is well-versed in all aspects of trial. He is also skilled in negotiating settlement opportunities when litigation is not consistent with a client's ultimate objective.

A graduate of Villanova University School of Law, Mr. Shauger served as a legal extern to the Chief Magistrate Judge of U.S. District Court for the District of Delaware.

### Representative Matters

*Results may vary depending on your particular facts and legal circumstances.*

- Served as second chair in a six-day wrongful termination jury trial.
- Obtained a dismissal of complaint alleging failure to hire based on race against a professional sports team.
- Obtained dismissal of complaint alleging violations of the Delaware Discrimination in Employment Act.
- Obtained dismissal of complaint alleging violations of the Pennsylvania Wage Payment and Collection Law.
- Obtained dismissal of complaint alleging violations of the Americans with Disabilities Act.
- Obtained a favorable settlement at pre-trial conference of defamation and breach of contract claims relating to employee's termination.
- Obtained numerous no-cause findings by EEOC and state agencies in variety of discrimination claims.
- Obtained full recovery of loss resulting from employee theft under commercial crime insurance policy.
- Represented shareholder plaintiffs in asserting breach of fiduciary duty claims arising out of merger.
- Represented clients in corporate litigation, including corporate governance and shareholder derivative litigation.
- Assisted in obtaining dismissal of claims that company directors failed to provide adequate oversight of company's compliance with Bank Secrecy Act and other anti-money laundering laws.

- Assisted in defense of lawsuit involving attempt to enjoin shareholder meeting and remove board of directors.



## Professional Honors & Activities

*No aspect of this advertisement has been approved by the Supreme Court of New Jersey.*

- Listed in *Best Lawyers: Ones to Watch® in America* for Labor and Employment Law – Management (2021 – 2026) and Litigation – Labor and Employment (2022 – 2026). *This award is conferred by Best Lawyers. A description of the selection methodology is [available here](#).*
- Selected to Mid-South Rising Stars (2025). *This award is conferred by Thomson Reuters. A description of the selection methodology is [available here](#).*
- Pro Bono Volunteer – Federal Prisoner Civil Rights Program



## Publications

- "Relief for Employers: NLRB Formally Reinstates Direct Control Joint Employer Test" (February 2026)
- "Pay Transparency in 2026: What Employers Need to Do Now" (January 2026)
- "Ensuring Compliance With Pay Transparency Laws in 2025," republished in SHRM (January 2025)
- "Two's Company, Three's A Crowd: Three-Way Split Sets Stage for Supreme Court Review of FLSA Collective Actions," republished July 20, 2023, in *HR Daily Advisor* (May 2023)
- "New Jersey High Court Updates State's Arbitration Case Law to Reflect Modern Business Practice," *Arbitrate* (September 2020)



## Speaking Engagements

- "Social Media in the Workplace," Tennessee Healthcare Administrator's Conference, Memphis, Tennessee (May 2023)
- "Legal Update – Financial Wellness for Employees," Society of Human Resource Management, Memphis, Tennessee (February 2023)



## Education

- Villanova University School of Law, J.D., 2015, magna cum laude
  - *Villanova Law Review*
- Christian Brothers University, B.A., 2012, summa cum laude



## Admissions

- Tennessee, 2022
- New Jersey, 2016
- Pennsylvania, 2016
- Delaware, 2015
- U.S. District Court, Eastern District of Wisconsin (2023)
- U.S. District Court, Western District of Tennessee (2022)
- U.S. District Court, District of New Jersey (2020)
- U.S. District Court, District of Delaware (2016)
- U.S. District Court, Eastern District of Pennsylvania (2016)