

## Jennifer Robinson

Shareholder

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## Focus Areas

Discrimination and Harassment  
Investigations  
Litigation and Trials  
Class Action

## Overview

A trusted advisor and strategic partner, Jen Robinson has extensive experience working closely with employers on a wide range of labor and employment law challenges. From C-suite investigations to high-stakes class action lawsuits, Jen develops forward-looking strategies that help clients solve their immediate problems and proactively address future challenges.

Relationships are at the heart of everything Jen does, which is why many of her clients have worked with her for years and trusted her with their most sensitive legal matters. They appreciate how she combines her deep knowledge of their business objectives with practical advice and shrewd strategies. She brings vibrancy, authenticity, and a collaborative spirit to every interaction. Most importantly, her approach generates results: She has a long track record of success resolving complex employment and labor issues both in and out of court.

Jen is frequently cited in the media as an authority on labor and employment issues and is routinely recognized as a business leader in the community. Her litigation, investigation, and advisory experience ranges across industries, including manufacturing, healthcare, and retail.

Outside her practice, Jen has committed extensive time, energy, and care into mentoring younger attorneys. She has mentored many attorneys in Littler's Nashville office—an office she established and led for a decade. Jen is also a

longstanding advocate for and participant in Littler’s award-winning Career Advocacy Program, which offers mentorship and career development opportunities to attorneys across the firm, as well as the firm’s Women’s Leadership Initiative.

Jen is also devoted to serving the Nashville community and regularly volunteers for a range of causes. She co-founded the Fulcrum Society of the YWCA of Nashville and Middle Tennessee, an organization that supports life-changing programs for girls and women, including survivors of domestic violence. Jen’s legal work in the hospitality and entertainment sectors extends to her personal interests as she enjoys trying new local restaurants, traveling for food experiences, and attending the Tennessee Performing Arts Center’s Broadway series.

## Professional and Community Affiliations

- Member, Labor and Employment Section, American Bar Association
- Member, Tennessee Bar Association
- Member, Nashville Bar Association
- Member, Labor and Employment Section, State Bar of California
- Member, Breakfast Club of Nashville
- Co-Founder and Former Co-Chair, Fulcrum Society, YWCA of Nashville & Middle Tennessee

## Recognition

- Named, The Best Lawyers in America®, Litigation - Labor and Employment, 2017, 2019-2025
- Ranked, Labor & Employment, *Chambers USA*, 2011-2024
- Named, Women of Influence, *Nashville Business Journal*, 2017
- Named, In Charge – Legal, *Nashville Post Magazine*, 2016-2018, 2021
- Named, Best of the Bar, *Nashville Business Journal*, 2011-2015, 2021, 2023
- Recommended, Labour & Employment, *Who's Who Legal*, 2024

## Education

J.D., Vanderbilt University Law School

B.A., University of Virginia

## Bar Admissions

Tennessee

California

## Courts

U.S. District Court, Middle District of Tennessee  
U.S. District Court, Western District of Tennessee  
U.S. District Court, Eastern District of Tennessee  
U.S. District Court, Southern District of California  
U.S. District Court, Northern District of California  
U.S. District Court, Central District of California  
U.S. District Court, Eastern District of California

## Publications & Press

### **Littler Ranked in 2024 Chambers USA Guide**

*Littler Press Release*

June 6, 2024

### **Littler Recognized in 2023 Chambers USA Guide**

*Littler Press Release*

June 6, 2023

### **Littler Ranked in Chambers USA Guide 2022**

*Littler Press Release*

June 1, 2022

### **Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

### **Littler Ranked in Chambers USA Guide 2021**

*Littler Press Release*

May 27, 2021

### **The First 100 Days for Employers Under the Biden Administration**

*HR Professionals Magazine*

May 25, 2021

### **How Nashville restaurants pivoted during COVID-19**

*The Tennessean*

March 29, 2021

**Lead Loudly: Female Leaders in the Workplace**

*WKRN*

November 18, 2020

**Nashville leaders share steps for a diverse and inclusive workplace**

*Nashville Business Journal*

November 9, 2020

**What Hospitality Employers Can Expect to See in Employment Law if Vice President Biden Wins the Election**

*Littler ASAP*

September 2, 2020

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**New survey provides guidance for bringing employees back to work**

*Nashville Business Journal*

August 17, 2020

**Nashville attorneys on what you need to know about Covid-19 and the workplace**

*Nashville Business Journal*

August 6, 2020

**Employers most worried about workers' welfare as economy reopens**

*Tennessean*

June 7, 2020

**What's Hair Got To Do With It? An Update on the Crown Act**

*HR Professional Magazine*

April 1, 2020

**The New Year May Bring Changes for Tipped Employees**

*Tennessean*

December 16, 2019

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

**More fallout in the workplace from the #MeToo movement**

*Nashville Business Journal*

August 2, 2019

**Littler Ranked in 2019 Chambers USA Guide**

*Littler Press Release*

April 25, 2019

**Littler Lightbulb: Highlighting Five Trends in Hospitality**

*Littler Insight*

April 2, 2019

**Mentorship Helped My Career and Helped Me Help Others**

*Tennessean*

March 13, 2019

**Guest column: A Nashville attorney on the unintended impact of #MeToo**

*Nashville Business Journal*

March 8, 2019

**A Nashville Attorney's Guide to Mentorship**

*Nashville Business Journal*

February 22, 2019

**What Risks Restaurants Should Consider Before Deploying AI, Robotics and Automation**

*Restaurant Dive*

November 16, 2018

**9 women executives on how MeToo has changed the way they mentor**

*Fast Company*

October 23, 2018

**Labor Lawyer Jen Robinson: Transparency critical for companies to narrow pay gap**

*Nashville Business Journal*

October 4, 2018

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

**Boosting Diversity Through Mentorship**

*Nashville Bar Journal*

August 13, 2018

**Littler Names Co-Chairs of Hospitality Industry Group**

*Littler Press Release*

May 31, 2018

**Littler Ranked in 2018 Chambers USA Guide**

*Littler Press Release*

May 15, 2018

**#TimesUp**

*Today's General Counsel*

March 22, 2018

**Apps Bypass HR to Send Harassment Reports Directly to Senior Leaders**

*SHRM Online*

February 12, 2018

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**Tennessee Employers Subject to New Obligations to Report Healthcare Practitioners' Confirmed Drug (but not Alcohol) Tests and Test Refusals**

*Littler ASAP*

July 12, 2017

**Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide**

*Littler Press Release*

May 26, 2017

**Chambers USA Recognizes Littler and Attorneys in 2016 Guide**

*Littler Press Release*

May 27, 2016

**Chambers USA Recognizes Littler and Its Attorneys**

*Littler Press Release*

May 20, 2015

**Littler Named 2014 Recipient of Coca-Cola’s “Living the Values” Award**

*Littler Press Release*

February 13, 2015

**Speaking Engagements**

**The State of Employment Law - What We Saw in 2023 and What’s in Store for 2024**

December 14, 2023

**Lead Loudly: Female Leaders in the Workplace**

March of Dimes TN Facebook Live

November 18, 2020

**What to Expect? Considerations for Hospitality Employers Under the Next Administration**

November 10, 2020

**Diversity at Work: Fortifying Your Inclusion Efforts in the Current Climate**

ACC Tennessee

August 12, 2020

**Cornell Center for Innovative Hospitality Labor and Employment Relations Roundtable**

Nashville, TN

October 4, 2019

**Hospitality Industry Roundtable**

2019 Littler Executive Employer Conference

May 8, 2019

**None of Your Business? Discrimination and Leave Compliance Issues When Managing Employees with Substance Addictions**

Nashville, TN

September 13, 2018

**Conducting Lawful Workplace Investigations**

Middle Tennessee SHRM HR Workshop, Nashville, TN

June 19, 2018

**General Session: The Littler Report**

2018 Littler Executive Employer Conference

May 3, 2018

**Pay Equity Compliance: How to Advise Your C-Suite and Safeguard Your Company**

Association of Corporate Counsel Tennessee Chapter, Nashville

March 8, 2018

**From Harvey Weinstein to [Insert Name Here]: Preventing Sexual Harassment in the Workplace and What to Do When Claims are Made**

Nashville, TN

January 25, 2018