

## Tanner McCarron

Associate

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## Focus Areas

Discrimination and Harassment  
Litigation and Trials  
Unfair Competition and Trade Secrets  
Staffing, Independent Contractors and Contingent Workers

## Overview

Tanner McCarron practices management-side employment litigation and counseling. He helps companies of all sizes with the following:

- Defend against claims of discrimination, retaliation, and harassment, and wage and hour class and collective actions in state and federal court and arbitration proceedings
- Prosecute and defend against claims involving trade secrets and restrictive covenants, including noncompetition, nonsolicitation, and confidentiality agreements
- Draft restrictive covenants, independent contractor agreements, staffing agreements, arbitration agreements, and employer policies
- Advise employers on mitigating litigation risk and on contingent workforce, coemployment, and unfair competition issues
- Audit workforce classifications of independent contractors and employees and defending against misclassification claims

Tanner has litigated cases to trial and through appeal and has also successfully moved to dismiss cases before trial, including in these representative matters:

- Summary judgment in favor of a food service company for age discrimination claims under the Age Discrimination in Employment Act, Philadelphia Fair Practices Ordinance, and New Jersey Law Against Discrimination in federal court

- Summary judgment in favor of a continuing-care company for national origin discrimination claims under Title VII of the Civil Rights Act of 1964 in federal court
- Summary judgment in favor of an insurance brokerage and consulting company for disability discrimination claims under the Americans with Disabilities Act in federal court
- Summary judgment in favor of a software company for retaliation and wrongful discharge claims under California's Fair Housing and Employment Act in JAMS Arbitration proceedings

During law school, Tanner externed for the Hon. Robert B. Kugler, U.S. District Judge, District of New Jersey. He also served as senior staff on the *Villanova Law Review* and worked as a student attorney for the Villanova Farmworker Legal Aid Clinic.

## Recognition

- Named, Rising Star, Employment Litigation, *Super Lawyers*, 2024
- Dean's Merit Scholar, *Villanova University Charles Widger School of Law*

## Education

J.D., Villanova University School of Law, 2019

B.B.A., George Washington University, 2016, *cum laude*

## Bar Admissions

Pennsylvania

New Jersey

## Courts

U.S. District Court, Eastern District of Pennsylvania

U.S. District Court, Middle District of Pennsylvania

U.S. District Court, District of New Jersey

## Publications & Press

### **DOL Proposes Significant Increase in Salary Level to Remain Exempt From OT**

*The Legal Intelligencer*

October 24, 2023

### **DOL Provides Enforcement Reprieve for Certain Seasonal Establishments Coping with COVID-19**

*Littler ASAP*

September 22, 2020

## Speaking Engagements

### **Employment Law Update**

501 Seminar, 501(c) Services

May 9, 2024

### **Contingent Workplace Risk Challenges**

Risk Management and Compliance Workshop, Staffing Industry Analysts

April 18, 2024