

Jennifer Robinson

Shareholder

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Focus Areas

Class Actions
Wage and Hour
Discrimination and Harassment
Hospitality

Overview

As lead defense attorney in dozens of complex class action lawsuits, Jen Robinson has favorably resolved business-critical litigation for her clients. Her insightful guidance, legal solutions and amicable demeanor have earned distinctive praise from clients and unexpected admiration from opposing counsel.

Jen's extensive legal experience includes numerous courtroom achievements on behalf of employers, as well as high-level investigations of supervisors, managers and C-suite employees. She works with a wide range of industries, including manufacturing, hospitality, retail, and healthcare.

Beyond her litigation, investigation, and advisory capacities, Jen has been instrumental in the growth of the Nashville office and establishing its presence throughout the state. She is regularly recognized as a business leader in the community and frequently quoted in the press as an authority on labor and employment matters.

Jen devotes considerable time to mentoring young people. She serves as an advocate in Littler's award-winning Career Advocacy Program (CAP), a mentorship and career development program started by the firm for diverse and woman attorneys. She is also deeply dedicated to mentoring attorneys in her local office.

Committed to giving back to her community, Jen has been a longtime volunteer for Nashville's Room in the Inn, an adult homeless program in which local places of worship provide shelter, clothing and meals for men and women during the

winter months. She helps cook hot meals, prepare beds and maintain a closet of clothes and other basic provisions. She also co-founded the Fulcrum Society of the YWCA of Nashville and Middle Tennessee, which supports girls and women through a variety of services.

Several years ago, Jen accepted a client's challenge of completing a triathlon. Not only did she finish, she has done seven more triathlons and two half marathons.

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
- Co-Founder and Former Co-Chair, Fulcrum Society, YWCA of Nashville & Middle Tennessee

Recognition

- Named, America's Leading Lawyers for Business, *Chambers USA*, 2011-2020
- Named, Women of Influence, *Nashville Business Journal*, 2017
- Named, The Best Lawyers in America®, Litigation - Labor and Employment, 2017, 2019-2022
- Named, In Charge – Legal, *Nashville Post Magazine*, 2016-2018, 2021
- Named, Best of the Bar, *Nashville Business Journal*, 2011-2015

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

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

Women of Influence: Jen Robinson, Littler Mendelson PC

Nashville Business Journal

August 29, 2017

Business Immigration Insider Briefing: How to Stay Compliant Under the Trump Administration

Food Dive

August 29, 2017

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

Uncertainty in the Employer Community is a Constant Theme

Nashville Post

June 5, 2017

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

Littler Press Release

May 26, 2017

Practice Respect: The Simple Rule of Thumb on Religious Accommodation

Nashville Business Journal

February 6, 2017

Littler's Nashville Office Earns Tier 1 Metropolitan Ranking by U.S. News and Best Lawyers

November 1, 2016

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

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