



Burch, Porter & Johnson, PLLC
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Jennifer S. Hagerman

Member

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PRACTICE AREAS

- Labor & Employment Law
- White Collar & Government Investigations
- Commercial & Business Litigation
- Healthcare Law

BAR ADMISSIONS

- Federal Bar Association
- American Bar Association
- Tennessee Bar Association
- Memphis Bar Association

ADMITTED TO PRACTICE

- Tennessee
- United States District Court for the Western District of Tennessee, 2000
- United States Court of Appeals for the Sixth Circuit, 2002

EDUCATION

- Vanderbilt University (J.D., 1999); Managing Editor, *Vanderbilt Law Review* (1998 – 1999); *Vanderbilt Law Review* Note Award (1999)
- Southern Methodist University (B.B.A., 1995), *magna cum laude*

Jennifer Hagerman's practice focuses on employment litigation and counsel, as well as complex commercial litigation, with a particular emphasis on matters pending in federal court. She has represented clients in cases involving employment discrimination, retaliation, restrictive covenants, wage and hour class actions, civil rights, healthcare, education and numerous areas of commercial law. She also conducts internal investigations and advises clients on a variety of employment matters including non-solicitation and non-competition agreements, employee handbooks, and employee classification under the FLSA.

Following law school, Ms. Hagerman served as a judicial clerk to the Honorable Julia S. Gibbons, former Judge of the United States District Court for the Western District of Tennessee. Ms. Hagerman then joined the firm for two years before returning to serve as a judicial clerk to Judge Gibbons upon Judge Gibbons' elevation to the United States Court of Appeals for the Sixth Circuit. She is a Past President of the Association of Women Attorneys Memphis Chapter, a Past Chairman of the Board of Directors of the Center City Commission, now the Downtown Memphis Commission, a former member of the Board of Directors of the Memphis Bar Association, and former Member and Chairperson of the Standing Local Rules Committee for the United States District Court, Western District of Tennessee.

Ms. Hagerman currently serves on the Tennessee Board of Professional Responsibility, which is appointed by the Tennessee Supreme Court, in the role of Vice Chair and served as Chair in 2023 and 2024. She is also involved in a variety of legal and community organizations, including serving on the Board of Directors of ALLMemphis, a youth literacy organization, and the Board of Directors of Grace St. Luke's Episcopal School. Previously, Ms. Hagerman served on the firm's Management Committee.

Ms. Hagerman has been the recipient of recognitions from many distinguished organizations including Chambers USA, Best Lawyers in America®, and Super Lawyers.



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PROFESSIONAL HONORS

- Member, Tennessee Board of Professional Responsibility (2020-2025), Vice-Chair (2022, 2025), Chair (2023, 2024)
- Member, Burch, Porter & Johnson Management Committee (2015-2024)
- Fellow, College of Labor and Employment Lawyers (elected 2019)
- Ranked by Chambers USA: America's Leading Lawyers for Business in Band 3 in the area of Labor & Employment in Tennessee (2020-2025)
- Recognized in the area of Labor & Employment in Chambers USA: America's Leading Lawyers for Business (2023-2025)
- Named in Best Lawyers in America® for Commercial Litigation, Employment Law – Management, Litigation – Labor & Employment, (2013-2026)
- Named to the Super Lawyers Mid-South Top 100 Tennessee list and Mid-South Top 50 Women in the area of Employment and Labor (2023-2024)
- Named to the Mid-South Super Lawyers and Memphis Top 50 Super Lawyers list in the area of Employment and Labor (2013-present)
- Member, United States District Court, Western District of Tennessee, Standing Local Rules Committee (2016-2021), Civil Rules Subcommittee Chairperson (2017), Chairperson (2018, 2019)
- Member, Board of Directors, Memphis Bar Association (2015-2017), Executive Committee (2016, 2017), Alternative Revenue Committee Chair (2016, 2017), CLE Committee Co-Chair (2015)
- Super Women in Business Award, Memphis Business Journal (2019)
- President's Award, Memphis Bar Association (2016)
- Sam A. Myar, Jr. Memorial Award for Outstanding Service to the Profession and the Legal Community (2015)
- Member, Association of Women Attorneys Memphis Chapter (Immediate Past President, 2010); (President, 2009); (Incoming President, 2008); (Vice President, 2006-2007); (Member, 2000-present)
- Member, Unity in Diversity Scholarship Committee (2016-2019), Sponsorship Co-Chairperson (2016-2017)
- Tennessee Bar Foundation Fellow (Elected 2010)
- Pro Bono Award, Memphis Area Legal Service (2009)
- Memphis Bar Foundation Fellow (Elected 2009)
- Pro Bono Award, Memphis Area Legal Service (2009)
- Top 40 Under 40, Memphis Business Journal (2007)
- Adjunct Professor, University of Memphis School of Law (2004-2006)
- Law Clerk to the Honorable Julia Smith Gibbons, United States Court of Appeals for the Sixth Circuit (2002 – 2003)
- Law Clerk to the Honorable Julia Smith Gibbons, United States District Court for the Western District of Tennessee (1999 – 2000)



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REPRESENTATIVE MATTERS

- Obtained summary judgment on behalf of a Fortune 500 company in a lawsuit filed by a former employee, who alleged race and age discrimination and retaliation, and successfully defended the appeal before the U.S. Court of Appeals for the Sixth Circuit.
- Obtained summary judgment in favor of employer client in lawsuit alleging retaliation for seeking workers' compensation benefits and successfully defended the appeal before the Tennessee Court of Appeals.
- Conducted multiple internal investigations for major healthcare organization regarding claims of race discrimination, gender discrimination, harassment and workplace bullying.
- Assists in serving as employment law counsel to educational and healthcare institutions, consulting on highly sensitive matters relating to faculty and staff, internal investigations, wage and hour issues and executive employment.
- Obtained summary judgment in arbitration proceeding regarding breach of employment agreement.
- Conducted internal investigation for nonprofit organization regarding claims of sexual misconduct.
- Conducted multiple employment law training sessions for various clients including healthcare, non-profit and education organizations.
- Represented multiple employers and obtained favorable outcomes in EEOC administrative process, including in investigations conducted by the EEOC.
- Successfully handled audits by the Department of Labor's Wage and Hour Division.

COMMUNITY INVOLVEMENT

- Grace St. Luke's Episcopal School Board of Directors, Member (2024-present), Executive Committee (2025)
- ALLMemphis Board of Directors, Member (2018-present), Chairperson (2018-2023), Treasurer (2024)
- Downtown Memphis Commission (Formerly Center City Commission) Board of Directors, Member (2005–2011), Vice Chair (2007-2009); Chair of the Executive Search Committee (2010); Chair (2009-2010)
- LeBonheur Club, Member (2002-2020), Finance Committee (2017, 2018)
- Memphis Tiger Swimming Advisory Board, Member (2019-2021)
- New Memphis Institute Board of Directors, Member (2008-2014)
- Fellow, New Memphis Institute (formerly Memphis Leadership Academy) (November 2005)
- Ira Samelson, Jr. Boys and Girls Club Board of Directors, Member (1999-2009), Chair (2003)