



LEWIS THOMASON

KNOXVILLE MEMPHIS NASHVILLE



JANET S. HAYES

OFFICE LOCATION

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EDUCATION

Carson-Newman College, B.A.,
magna cum laude, 1993
University of Tennessee, J.D.,
high honors, 1996

BAR ADMISSION

Tennessee, 1996

PRACTICE AREAS

Class Action
Employment
Appellate

Janet Hayes, a Shareholder in the Knoxville office, is an advocate for employers and businesses across the state. Ms. Hayes has successfully defended employment claims including sexual harassment, retaliatory discharge, discrimination, workers' compensation, invasion of privacy and denial of benefits

Ms. Hayes also focuses her practice on developing successful human resource strategies and litigation-avoidance tactics for her clients. She understands that each business has unique branding, processes and culture, and she tailors employee handbooks, policies, and employment contracts to provide legal compliance while enhancing business success. She also assists employers by conducting internal investigations of employee complaints,

and preparing comprehensive investigation reports to be used to defend subsequent employee claims. In addition to her employment law practice, Ms. Hayes is actively involved in complex litigation, including class action and collective action defense. She is also actively involved in the firm's appellate practice. She has written multiple appellate briefs in a variety of topics and has argued before the Tennessee Court of Appeals and United States Court of Appeals for the Sixth Circuit.

AFFILIATIONS

- American Bar Association
- Tennessee Bar Association
- Knoxville Bar Association

PROFESSIONAL HONORS AND ACTIVITIES

- Member, Order of the Coif
- Member, ALFA International Employment Law Steering Committee
- Frequent speaker and panel discussion moderator at ALFA events
- Current Chair, Board of Trustees of Carson-Newman College
- Previous member, Board of Directors of Baptist Health Systems
- Previous member, Board of Directors of Mercy Health Partners
- Named one of Knoxville's "40 Under 40" in 2008
- Named a City View Magazine "Top Attorney" for six years

COMMUNITY ACTIVITIES

Ms. Hayes is actively involved in the community. She is active in her church where she teaches and serves on several committees and teams.