

Loren Lancaster

ASSOCIATE



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Loren Lancaster represents and counsels employers on matters arising under Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Family and Medical Leave Act, and the Fair Labor Standards Act, as well as state law torts arising from employment disputes. Her experience includes the defense of employers in the healthcare, banking and financial services, manufacturing, and other industries.

Prior to joining Waller, Loren gained experience as an associate in the Birmingham, Alabama office of Balch & Bingham LLP. Additionally, she was a member of the Alabama Law Institute and assisted in drafting Alabama Code § 6-5-770 *et seq.*, the Alabama Right of Publicity Act.

EXPERIENCE

- **Automotive manufacturer faces ADA discrimination lawsuit**
Successfully defended the U.S. segment of a large automotive manufacturer in a unique ADA discrimination lawsuit both at the trial court and before the U.S. Court of Appeals.
- **EEOC enforcement action against a national retailer successfully resolved**
Successfully resolved an EEOC enforcement action against a national retailer regarding alleged sexual-harassment of store employees by their manager.

EDUCATION

- J.D., *summa cum laude*, The University of Mississippi School of Law, 2012
 - Executive Articles Editor, Mississippi Law Review
 - Winston Brownlee Prude Memorial Scholarship in Law
 - William Prentice "Pete" Mitchell Award in Ethics
- B.A., University of Virginia, 2009

COURT ADMISSIONS

- U.S. District Court, All Districts of Alabama
- U.S. District Courts, Middle and Western Districts of Tennessee

BAR ADMISSIONS

- Tennessee
- Alabama

PROFESSIONAL INVOLVEMENT

- Member, Nashville, Alabama, and Tennessee Bar Associations
- Alabama Law Institute, Drafting Committee for Alabama Code Section 6-5-770 et seq.

COMMUNITY INVOLVEMENT

- Former Junior Board Member, Preschool Partners, Birmingham, Ala., 2012-2016