

Andy Naylor

PARTNER



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Employers seek advice from Andy Naylor when facing challenges related to all types of workplace law, including everything from day-to-day advice and counseling to litigation and trial. A significant portion of Andy's practice involves FLSA and state wage and hour counseling and litigation, including collective and class actions. The former head of the firm's Labor and Employment Group, Andy guides employers through crises with a practical, business-minded approach.

He has broad experience in all judicial forums defending matters such as:

- Discrimination claims
- Class action litigation
- Enforcing non-compete agreements
- Helping employers ensure compliance with the myriad of workplace laws and regulations.

EXPERIENCE

- **Healthcare software company fights Fair Labor Standards Act lawsuit**

Represent a healthcare software company in an FLSA lawsuit involving interpretations under the Portal-to-Portal Act.

- **Claimant wins \$1 million in contract error dispute**

Successfully represented an individual claimant in a private AAA proceeding concerning a commission dispute with a software company specializing in software as a service solutions for trucking companies and fleets. Secured \$1 million on behalf of the client.

- **Physicians Choice Laboratory Services enters into severance agreement with former employee**

Assisted Physicians Choice Laboratory Services (PCLS) with a severance agreement with a former employee with a projected pay-out of approximately \$6 million.

- **Verizon Wireless prevails in FMLA dispute**

Defended Verizon Wireless against an employee's claims of violation of the Family and Medical Leave Act.

EDUCATION

- J.D., *cum laude*, Creighton University School of Law, 1993
 - Assistant Editor - *Creighton Law Review*
- M.S.J., Northwestern University, 1989
- B.A., *magna cum laude*, Washington University in St. Louis, 1987

COURT ADMISSIONS

- United States Supreme Court
- U.S. Court of Appeals for the Sixth, Seventh and Eighth Circuits

BAR ADMISSIONS

- Tennessee
- Nebraska
- Illinois
- Missouri

RECOGNITIONS

The Best Lawyers in America® (BL Rankings)

- Employment Law - Management, 2015-2021
- Labor Law - Management, 2014-2021
- Litigation - Labor and Employment, 2014-2021

Mid-South Super Lawyers (Thomson Reuters)

- Employment & Labor, 2012-2018

PROFESSIONAL INVOLVEMENT

- Member, Tennessee, Nebraska, Illinois, Missouri, and American Bar Associations
- Fellow, Litigation Counsel of America
- Member, Wage and Hour Defense Institute
- Member, Defense Research Institute (DRI)
- Contributing Editor, The Fair Labor Standards Act, ABA Section of Labor and Employment Law
- Contributing Editor, Wage & Hour Laws, a State-by-State Survey, ABA Section of Labor and Employment Law
- Member, Professional Liability Underwriters Society

- Member, American Health Lawyers Association
- Member, American Society for Health Care Human Resources Administration

COMMUNITY INVOLVEMENT

- Member, Board of Directors, Montessori Academy
- Past Member, Board of Directors, Character Counts! Nashville
- Past Member, Rotary Club of Brentwood, Paul Harris Fellow
- Past Member, Board of Directors, Arthritis Foundation
- Past Member, Board of Directors, Park Center
- Former Member, Advisory Board, Park Center