

SHAWN A. KACHMAR

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Experience

Hunter, Maclean, Exley & Dunn, P.C.
Partner

Savannah, GA
2000 to Present

- Employment Law, Employee Benefits, Business Litigation. Counsels employers on a variety of employment law compliance issues and defends employers in administrative proceedings, mediations, arbitrations, individual suits, and class and collective actions arising under various federal and state laws, including Title VII, the Family and Medical Leave Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Employee Retirement Income Security Act (“ERISA”), and the Fair Labor Standards Act. Also advises employers on employment agreements, executive compensation and ERISA matters, alternative dispute resolution, and restrictive covenants. Frequent speaker at employment law and human resources seminars.

Nelson, Mullins, Riley & Scarborough
Associate

Charleston, SC
1999 to 2000

- General Litigation and Employment Law.

Arnall, Golden & Gregory, LLP
Associate

Atlanta, GA
1998 to 1999

- General Litigation and Employment Law.

United States District Court, Middle District of Alabama
Law Clerk

Montgomery, AL
1997 to 1998

- Law Clerk for The Honorable Ira De Ment

Education

Emory University School of Law
J.D., with distinction

Atlanta, GA
1997

- Emory Law Journal, Notes & Comments Editor
- Georgia Supreme Court,
Clerk for The Honorable Hugh P. Thompson, Associate Justice
- Phi Delta Phi

Professional and Community

- United States Supreme Court; United States Courts of Appeals, Eleventh and Fourth Circuits; Northern, Middle & Southern Districts of Georgia; District of South Carolina; All Georgia and South Carolina State Courts
- State Bars of Georgia and South Carolina -- Sections of Labor and Employment Law; Young Lawyers Division
- American Bar Association, Section of Labor and Employment Law
- Savannah Bar Association
- Board Member, Olde Towne Homeowners Association
- Board of Directors, Junior Achievement
- Leadership Savannah
- USSF, CGSA, Soccer Referee

Selected Publications and Presentations

- Employee Retention in Smaller Businesses: How to Attract, Keep Employees
Savannah Morning News, January 9, 2005
- Overhaul of Overtime Rules Necessary, but a Political Hot Potato
Savannah Morning News, November 16, 2003
- Employers: Beware of Growing National Origin Discrimination Claims
Savannah Morning News, February 23, 2003
- What Private Employers Need to Know About Workplace Surveillance
Savannah Morning News, August 17, 2001
- New rule: Workers May Have Co-worker Attend Disciplinary Meetings
Savannah Morning News, March 17, 2001
- Overview Of The New Fair Labor Standards Act Overtime Regulations
- New Handbook Requirements Under South Carolina Law
- Select Employment Issues For Technology Companies

- Exemptions Under The FLSA
- Overview of the FMLA
- Seminars for Lorman Education Series, National Business Institute and Sterling Educational Services Seminars, among other entities on numerous topics, including:
 - Fair Labor Standards Act
 - FMLA
 - ADA
 - ADEA
 - Title VII
 - Workplace Privacy / Surveillance
 - Restrictive Covenants
 - Employment Contracts
 - Harassment
 - Defamation
 - Recordkeeping