



Shawn A. Kachmar
Partner

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PRACTICE AREAS

Arbitration & Mediation
Business Litigation
Employment
Government Relations
Litigation
Logistics

INDUSTRIES

Banking & Finance
Education
Energy & Renewables
Health Care
Hospitality & Retail
Logistics & Supply Chain
Manufacturing
Nonprofit & Government
Professional Services
Real Estate
Technology

LICENSED IN

Georgia
South Carolina

EDUCATION

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

EXPERIENCE

From Chambers USA: “Shawn Kachmar stands out for both his in-depth knowledge of labor and employment law and excellent client service skills. As one interviewee comments: ‘Your problems always seem to be his priority – no matter how small you are, you always feel like you are his most important customer.’” He also “does an exceptional job and brings a really proactive approach to litigation.”

Shawn practices in the areas of employment law, employee benefits, and business litigation. He has successfully represented public entities and private employers faced with claims under federal and state civil rights laws, as well as a wide variety of business disputes including breach of contract and intellectual property claims. Shawn also advises employers on employment agreements, executive compensation and ERISA matters, alternative dispute resolution, and restrictive covenants. He is a frequent speaker at employment law and human resources seminars and has served as an arbitrator in employment disputes.

Shawn is a member of the State Bars of Georgia and South Carolina. He is admitted to practice in all Georgia and South Carolina state courts; the U.S. Supreme Court; the U.S. Courts of Appeals for the Eleventh and Fourth Circuits; the U.S. District Courts for the Southern, Middle, and Northern Districts of Georgia; and the U.S. District Court for the District of South Carolina. He is also a member of the American and Savannah Bar Associations.

Shawn received his B.S., with high distinction, in Public Policy from Pennsylvania State University in 1994 and his J.D., with distinction, from the Emory University School of Law in 1997. During law school, Shawn was a notes and comments editor for the *Emory Law Journal* and clerked for the Honorable Hugh P. Thompson, Associate Justice, Georgia Supreme Court. Following law school, Shawn clerked for the Honorable Ira DeMent, U.S. District Court, Middle District of Alabama.

Shawn is active in the community. He is an elected member of the Savannah-Chatham County Public School Board and serves on the boards of several organizations, many devoted to education. He is also a graduate of the Leadership Georgia class of 2013 and the Leadership Savannah class of 2006. In his spare time he likes to referee soccer matches.

REPRESENTATIVE ENGAGEMENTS

- Caley v. Gulfstream Aerospace Corp.: Successful enforcement of dispute resolution policy requiring arbitration.

distinction, 1997

Pennsylvania State University: B.S., Public Policy, with high distinction, 1994

AFFILIATIONS

American Bar Association

Georgia Bar Association

Savannah Bar Association

State Bar of South Carolina

Federal Bar Association

COMMUNITY WORK

Savannah-Chatham County Board of Public Education: District 4 Representative; Capital Improvement Committee, Chair; Vice President

Leadership Georgia: Class of 2013

Leadership Savannah: Class of 2006

Education Chatham Foundation: Board of Directors

Georgia Employer Committee: Executive Board, Past Legislative Liaison

Savannah Employer Committee: Past Chair

Junior Achievement of Savannah: Board of Directors, Past Chair

Savannah Downtown Business Association: Past Vice President

Savannah Development & Renewal Authority: Advisory Board, Past Member

Savannah United Soccer Club: Board of Directors, President

CLERKSHIPS

U.S. District Court: Middle District of Alabama, The Honorable Ira DeMent

- *Shelnutt v. City of Savannah*: Obtained summary judgment in multi-plaintiff FLSA and breach of contract action, affirmed on appeal and petition for cert. denied.
- *McKee et al. v. Citi Trends, Inc.*: Favorable resolution of FLSA collective action.
- *Old Town Trolley Tours Of Savannah, Inc. v. Jay Womble, Old Savannah Tours, LLC and Coastline Travel, Inc.*: Successful enforcement of restrictive covenants.
- *Advantica, Inc. v. Environmental Pipeline Rehabilitation, Inc.*: Successful enforcement of patent.
- *Cornwell Quality Tools Co. v. Ezell et al.*: Successful enforcement of trademarks.
- *Clabbers v. Gulfstream Aero. Corp.*: Obtained summary judgment on Equal Pay Act and Title VII claims.
- *Barnes v. City of Savannah*: Obtained summary judgment in contentious race discrimination case involving allegations of explicit race-based statements and actions.

ARTICLES

Companies Can Mandate Vaccines for Employees, But Should They?
Published on December 22, 2020, in the *Savannah Morning News*.

Participating in the Growing Savannah Film Economy
Published on February 17, 2016, in *Business in Savannah*.

How Should Federal Contractors Prepare for the New Federal Minimum Wage?
Published on March 19, 2014, in *Business in Savannah*.

Commentary: Identify Youth Programs That Work, Then Junk the Rest
Published on October 25, 2013, in the *Savannah Morning News*.

National Origin Discrimination Claims On The Rise
Published in 2012 in the *Savannah Morning News*.

Overhaul Of Overtime Rules
Published in 2012 in the *Savannah Morning News*.

New Restrictive Covenant Law Effective Immediately, Or Not

RECOGNITION

Lawyer of the Year: Employment Law,
2023

Georgia Trend Magazine Legal Elite:
2015-2021

Chambers USA, America's Leading Law-
yers for Business: Employment Law

Best Lawyers in America: Employment
Law

Georgia Super Lawyers: Employment
Litigation

Community STAR: 2012

Savannah's 40 Under 40 Business Lead-
ers

Georgia Super Lawyers Rising Star: Em-
ployment Litigation

Martindale-Hubbell: AV Rated

Published in 2012 in *Business in Savannah*.

Mediation Can Serve as a Smart Alternative to Litigation

Published on May 30, 2012, in *Business in Savannah*.

Does the Company or Staff Own Its Social Media Activities?

Published on January 11, 2012, in *Business in Savannah*.

Restrictive Covenants for Technology Companies

Published on September 3, 2011, in *Business in Savannah*.

Using Social Media to Screen Job Candidates

Published on August 10, 2011, in *Business in Savannah*.

2006 Amendments to the Federal Rules of Civil Procedure – Electronic Discovery has Arrived

Published in *Products Liability Perspectives* 2, no. 3 (Fall/Winter 2006).

Employee Retention in Smaller Businesses: How to Attract, Keep Employees

Published on January 8, 2005, in *Business in Savannah*.

PRESENTATIONS

Legal Awareness in the Workplace: Managing Employee Leave, Including FMLA, ADA & Workers Comp

Presented in Savannah, Georgia, on November 17, 2015, as part of Georgia Southern University's series on Legal Awareness in the Workplace.

Legal Awareness in the Workplace: Social Media – What Human Resource Professionals Should Know

Presented in Statesboro, Georgia, on October 20, 2015, as part of Georgia Southern University's series on Legal Awareness in the Workplace. Shawn reviewed the statutes/regulations concerning social media that are important to consider when choosing policies for the workplace.

Legal Awareness in the Workplace: Social Media Use – What Employers Should Know

Presented in Savannah, Georgia, on April 21, 2015, as part of Georgia Southern University's series on Legal Awareness in the Workplace. Shawn gave a practical review of applicable statutes and regulations to help participants choose policies for their firms, and how to cover the risks and rules of social media in a work place setting.

Social Media & Privacy

Presented at Employment LAW: 2014 Comprehensive Guide, a seminar by the

National Business Institute, in Savannah, Georgia, on December 10, 2014.

Employment Law: Beyond the Basics

A Sterling Education seminar presented by Wade Herring, Shawn Kachmar, Sarah Lamar, and Rebecca Sczepanski on June 3, 2014, in Savannah, Georgia.

Recent Developments and Emerging Trends

Presented at the Employment Law Update in Georgia seminar in Savannah, Georgia, on October 23, 2012.

Hiring Employees in Georgia

Presented at the Employment Law Update in Georgia seminar in Savannah, Georgia, on October 23, 2012.

What Every Non-Employment Attorney Needs To Know About Employment Law

Presented at the State Bar of Georgia Annual Meeting on June 21, 2012.

Employment Law From A to Z

Presented at multiple CLE, human resources, and management seminars.

HIPAA

Presented at multiple CLE, human resources, and management seminars.

White Collar Exemptions Under the FLSA

Presented at multiple CLE, human resources, and management seminars.

Alternative Dispute Resolution

Presented at multiple CLE, human resources, and management seminars.

Payroll Management

Presented at multiple CLE, human resources, and management seminars.

Contracts for Artists

Presented at multiple CLE, human resources, and management seminars.

Employment Law Issues in the Construction Industry

Presented at multiple CLE, human resources, and management seminars.

Overview of the NLRA

Presented at multiple CLE, human resources, and management seminars.

Hiring, References & Background Checks

Presented at multiple CLE, human resources, and management seminars.

Protecting Company Trade Secrets

Presented at multiple CLE, human resources, and management seminars.

Government Investigations

Presented at multiple CLE, human resources, and management seminars.

Drafting Effective Employee Handbooks

Presented at multiple CLE, human resources, and management seminars.

Wage & Hour Law

Presented at multiple CLE, human resources, and management seminars.

FLSA Overview

Presented at multiple CLE, human resources, and management seminars.

Effective Restrictive Covenants

Presented at multiple CLE, human resources, and management seminars.

Avoiding EEOC Claims

Presented at multiple CLE, human resources, and management seminars.

South Carolina Employment Law Update

Presented at multiple CLE, human resources, and management seminars.

Georgia Employment Law

Presented at multiple CLE, human resources, and management seminars.

Employment Case Law, Regulatory & Statutory Update

Presented at multiple CLE, human resources, and management seminars.

Employee Leave Laws (Interplay of FMLA, ADA & Workers Comp)

Presented at multiple CLE, human resources, and management seminars.

Immigration Compliance

Presented at multiple CLE, human resources, and management seminars.

Social Media in the Workplace

Presented at multiple CLE, human resources, and management seminars.

Internal Investigations, Documentation & Discharge

Presented at multiple CLE, human resources, and management seminars.