



## **Greg Grisham**

***Partner***

Memphis

t: 901.333.2076

f: 901.526.8183

Email



### ***Service Focus***

- Employee Defection and Trade Secrets
- Employment Discrimination and Harassment
- Labor Relations

### ***Industry Focus***

- Gig Economy
- Education
- K-12 Institutions

### ***Overview***

Greg Grisham is a partner in the Memphis office. For 30 years, Greg has successfully counseled and represented employers in all areas of labor and employment law.

His practice includes all areas of labor and employment law, including helping employers avoid claims, charges, and lawsuits with a focus on preventative practices and the representation of business entities subject to Title III of the American with Disabilities Act (ADA) in public accommodation cases.

He has successfully litigated hundreds of administrative charges, employment lawsuits, and arbitration demands on behalf of employers, including federal and state law claims. Greg also represents employers before the National Labor Relations Board (NLRB) in unfair labor practice proceedings.

Additionally, he represents employers in the enforcement of post-employment restrictive covenants such as non-compete, non-solicitation and non-disclosure agreements and related trade secret litigation.

## ***Credentials***

### **Education**

- J.D., 1989, cum laude, University of Memphis School of Law
- M.B.A., 1984, University of Mississippi
- B.S., 1983, University of Tennessee at Chattanooga

### **Bar Admissions**

- Tennessee

### **Court Admissions**

- Tennessee Supreme Court
- U.S. Court of Appeals for the Eighth Circuit
- U.S. Court of Appeals for the Ninth Circuit
- U.S. Court of Appeals for the Sixth Circuit
- U.S. District Court for the Eastern District of Arkansas
- U.S. District Court for the Eastern District of Tennessee
- U.S. District Court for the Middle District of Tennessee
- U.S. District Court for the Western District of Arkansas
- U.S. District Court for the Western District of Tennessee
- U.S. Supreme Court

## ***Recognitions***

- Recognized in *The Best Lawyers in America* (2013 – 2024)
- "Mid-South Super Lawyers," *Super Lawyers Magazine* (2006, 2007, 2013 - 2023)
- Tennessee Supreme Court Attorney for Justice, Pro Bono Honor Roll (2018-2022)
- Finalist Best of the Bar, Labor & Employment, *Memphis Business Journal* (2020)
- LawDragon and HR Executive Magazine's List of Top 20 Lawyers in the United States in Traditional Labor & Employment Law (2017, 2018)
- Elite Lawyer of the South, *The National Law Journal* (2017-2019)
- Elected Fellow of The American Bar Foundation (December 2017)
- Elected Fellow of College of Labor and Employment Lawyers (June 2016)
- Fellow, Litigation Counsel of America (2008)
- AV® Preeminent Peer Review Rated by Martindale-Hubbell

- Graduate, National Institute of Trial Advocacy, Gulf Coast Regional Trial Program
- Member, *University of Memphis Law Review*

## ***Affiliations***

### **Professional Activities**

- Member Disciplinary Hearing Committee, Tennessee Board of Professional Responsibility (District IX) (3/2021 to present).
- Memphis Bar Association, Labor & Employment Section (1989-2014; 10/2018 to present); Labor & Employment Section, Chair (2022); Vice-Chair (2021); Treasurer (2020).
- Member, Tennessee Judicial Performance Evaluation Commission (2011-6/30/2014)
- Member, Tennessee Advisory Committee to United States Commission on Civil Rights (3/2007 to present)
- American Bar Association, Labor & Employment Section, Contributing Editor, "The Developing Labor Law" (Bloomberg/BNA) (2017 to present)
- Employment/Labor Neutral-Tennessee Roster, National Arbitration and Mediation (NAM) (2015 to present)
- Leo Bearman, Sr. Inn, American Inns of Court, Memphis, *Master of the Bench*(*Emeritus*) (11/2021 to present); Master of the Bench (2011-6/2014)
- John Marshall Inn, American Inns of Court, Franklin. Master of the Bench (7/2014 to 7/2018)
- Nashville Bar Association, Federal Court Committee, Employment Law and Civil Rights Committee (7/2014 to 10/2018)
- Tennessee Bar Association, Labor & Employment Section, Executive Council (6/2015 to present); Immediate Past Chair (7/2018-6/2019); Chair (7/2017-6/2018); Vice-Chair (7/2016-6/2017).
- Tennessee Bar Association, Federal Practice Section, Executive Council (6/2013 to 6/2017); Immediate Past Chair (7/2016-6/2017); Chair (7/2015-6/2016); Vice-Chair (8/2014-8/2015);
- Tennessee Bar Association, Member Public Education Committee (6/2012 to present)
- Federal Bar Association-Memphis/Mid-South Chapter, President (2012); Board Member and Officer (2008-2013)
- Federalist Society, Memphis Lawyers' Chapter President (2000 to 7/2014; 2019-2024)
- Federalist Society, Nashville Lawyers' Chapter Board of Advisors (7/2014 to 10/2018)
- Federalist Society, Member Executive Committee Labor & Employment Practice Group (2006 to present); Practice Group Publication Representative (10/2016-present)
- Federalist Society, Leader Tennessee State Court Project (2007 to 11/2014)
- Leadership Collierville, Class of 1997

- Secretary, Leadership Collierville Board of Trustees (1997 to 2000)
- Board Member, Artesian Community School-Memphis (2013-7/2014)
- Davidson County Steering Committee YesOn2 (7/2014 to 11/2014)
- Board Member, Nashville Shakespeare Festival (8/2016 to 8/2019)

## ***Insights***

---

PODCASTS

01/25/24

### **Podcast: Employing Independent Contractors**

J. Hagood Tighe, Nicole Espin, Greg Grisham

[Read more →](#)

---

EVENT

01/10/24

### **Wage and Hour Wednesdays: Employing Independent Contractors**

Greg Grisham, Nicole Espin

[Read more →](#)

---

NEWS

12/14/23

### **Fisher Phillips Elects 28 New Partners**

Nazanin Afshar, Alba V. Aviles, Gregory Blueford, Raeann Burgo, Lyle M. Chan, Megan F. Clark, Jerry Paul Cline, Patrick M. Dalin, Meghan Delaney, Benjamin Dudek, Jason A. Fischbein, Christopher A. Gelpi, Lauren G. Goetzl, Greg Grisham, Brandon Kahoush, Aymara Ledezma, Kristina Leonhardt, Jeffrey H. McClelland, Phillips L. McWilliams, Joel Moon, Justin Reiter, Lauren Roseman, David C. Roth, Caroline S. Scala, Marie Tedesco Scott, Phillip Simpler, Sarah Wieselthier, Connie Yang, John M. Polson

[Read more →](#)

---

INSIGHTS

05/08/23

### **3 Reminders for Employers Mitigating the Risk of Trade Secret Misappropriation in the Face of Mounting Layoffs**

William E. Altman, Greg Grisham

[Read more →](#)

---

INSIGHTS

09/30/22

### **Protecting Trade Secrets in Remote and Hybrid Workplaces: 3 Questions Employers Should Be Asking Themselves**

Greg Grisham

[Read more →](#)

---

INSIGHTS

05/03/22

## The Top 17 Workplace Law Stories from April 2022

Cheryl L. Behymer, Steven M. Bernstein, Amanda M. Blair, Steven R. Cupp, J. Micah Dickie, Benjamin M. Ebbink, Daniel E. Farrington, Andrew Froman, Greg Grisham, Teresa J. Hardyman, Edward F. Harold, Brett Holubeck, Courtney Leyes, Emily N. Litzinger, Todd B. Logsdon, Reyburn W. Lominack III, Todd A. Lyon, Richard R. Meneghello, Samantha J. Monsees, Joshua D. Nadreau, Hannah Sweiss, A. Kevin Troutman, Kristin R.B. White, Sheila M. Abron, Kelly McCall, Melissa (Osipoff) Camire

[Read more →](#)

---

INSIGHTS

04/22/22

### New Report Shows Inflation Driving More People to Gig Economy Work: The Secret to Turning this Trend to Your Company's Benefit

Greg Grisham

[Read more →](#)

---

INSIGHTS

09/07/21

### Lessons to be Learned: Federal Appeals Court Strikes Down Non-Compete Provision and Limits Non-Solicitation Provision

Greg Grisham

[Read more →](#)

---

EVENT

05/26/21

### Understanding and Limiting Whistleblower Claims

Greg Grisham

[Read more →](#)

---

PUBLICATION

04/21/21

### How a Nevada Supreme Court's Decision Impacts Non-Competition Agreements

Greg Grisham

[Read more →](#)

[View All →](#)