

## **Courtney Leyes**

### ***Partner***

Memphis/Nashville/Gulfport

t: 901.322.1656/615.488.2902

f: 901.526.8183

Email



### ***Service Focus***

- Class and Collective Actions
- Labor Relations
- Litigation and Trials
- Wage and Hour

### ***Industry Focus***

- Automotive Dealership
- Hospitality
- Retail

### ***Overview***

Courtney Leyes is an attorney in the firm's Memphis, Nashville, and Gulfport offices. She represents employers nationwide, with a particular focus on employers of all sizes in North Mississippi and throughout Tennessee.

Courtney prefers to consider herself as a problem solver first and a lawyer second. In doing so, she values creating synergistic partnerships with each of her clients. She approaches problems based on the client's needs and with the passion and care as if it were her own organization. In doing so, Courtney works with clients on a number of preventive measures, including policy reviews and implementation, trainings on a variety of issues, including sensitivity training for your LGBTQIA employees, and various HR audits. Unfortunately, not all problems can be resolved on the front end, and sometimes an employee (or former employee) goes outside of the organization to a government agency or the court system to have the dispute resolved. During these times, employers can count on Courtney's experience in representing employers in litigation related to discrimination and harassment in the workplace and wage and hour issues.

In representing employers, Courtney does not take a “one-size-fits-all” approach. Does the employer want to send a message or want a quick and judicious resolution? Courtney has experience with both as she has federal jury trial experience, having tried and won three employment discrimination cases on behalf of employers who desired to take a stand, and has resolved a number of cases to the satisfaction of the company, in part based on the good relationships Courtney has developed amongst her peers and adversaries. Evidence of this respect for Courtney comes in the form of the prestigious AV Preeminent rating Courtney received from her peers by Martindale-Hubbell – the highest distinction awarded by Martindale-Hubbell as well as being included as a Best Lawyer for 2021. She also has been listed in *Mid-South Super Lawyers – Rising Stars* since 2014 and was the recipient of the Memphis Business Journal’s 2017 Best of the Bar awards for Ace Associate.

Courtney is a frequent speaker and author on topics including gender diversity in the legal profession and evolving workplace protections of LGBTQIA employees.

Passionate and committed to the advancement of women in both the legal profession and the workplace, Courtney brings this commitment to the firm’s Women’s Initiative and Leadership Council. Additionally, Courtney works to promote female-owned businesses in the Memphis and Nashville communities and female professionals by hosting lunch and learns and other events.

## ***Credentials***

### **Education**

- J.D., 2008, magna cum laude, University of Mississippi School of Law
- B.A., 2005, cum laude, University of Missouri

### **Bar Admissions**

- District of Columbia
- Mississippi
- Missouri
- Tennessee

### **Court Admissions**

- U.S. Court of Appeals for the Fifth 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 Northern District of Mississippi
- U.S. District Court for the Southern District of Mississippi
- U.S. District Court for the Western District of Arkansas
- U.S. District Court for the Western District of Tennessee

## ***Recognitions***

- Recognized in *The Best Lawyers in America* (2021 - 2023)
- Larry Dean Wilks Leadership Award Recipient, Tennessee Bar Association, 2022
- Winner of the Memphis Business Journal's 2017 Best of the Bar awards for Ace Associate
- Named, *Super Lawyer* - Mid-South since 2014

## ***Affiliations***

### **Professional Activities**

- Co-Chair Nashville Bar Association's Employment and Civil Rights Committee, 2021-present
- Tennessee Bar Association's Leadership Law Class, 2022

### **Community Activities**

- Mock Trial Facilitator for Delta Gamma Fraternity's Living Carefully Program (2015-present)

## ***Insights***

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INSIGHTS

06/02/23

### **Top Workplace Law Stories You May Have Missed from May 2023**

Emily Alvarez, Alba V. Aviles, Steven M. Bernstein, Amanda M. Blair, Ted Boehm, Risa B. Boerner, Suzanne K. Bogdan, Melissa (Osipoff) Camire, Jennifer B. Carroll, Charles S. Caulkins, J. Micah Dickie, Heather Domingo, Benjamin M. Ebbink, Michael P. Elkon, Michael R. Greco, Rick Grimaldi, Rebecca Hause-Schultz, Megan L. Janes, David S. Jones, Sean Kingston, David Klass, Matthew R. Korn, Edwina C. Kye, Courtney Leyes, Jeffrey E. Mandel, John A. Mavros, Mary Grace Miller, Catharine Morisset, Joshua D. Nadreau, Karen L. Odash, Brett P. Owens, Alden J. Parker, Dean L. Petitta, Arthur L. Ramirez, Robin Repass, Christopher P. Stief, Connie Yang, Travis Vance, Alexander A. Wheatley, Kristin R.B. White

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EVENT

05/25/23

### **Fourth Thursday Advanced HR Webinar Series – Politics in the Workplace: How to Handle**

Edward F. Harold, Courtney Leyes

[Read more →](#)

[Read more →](#)

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INSIGHTS

05/24/23

## Appeals Court Sets New Standard in Federal Wage and Hour Collective Actions: 4 Biggest Takeaways for Employers

Ted Boehm, Courtney Leyes

[Read more →](#)

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NEWS

05/17/23

## Memphis Partner Outlines Ways Hotel and Restaurant Employers Can Avoid Wage and Hour Mistakes

Courtney Leyes

[Read more →](#)

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INSIGHTS

05/01/23

## Top Workplace Law Stories You May Have Missed from April 2023

Cheryl L. Behymer, Amanda M. Blair, Risa B. Boerner, Raeann Burgo, Melissa (Osipoff) Camire, Micah Dawson, Stephen R. Gee, Usama Kahf, Matthew R. Korn, Karen L. Odash, Courtney Leyes, Richard R. Meneghello, Catharine Morisset, Lisa Nagele-Piazza, Raymond W. Perez, Justin Reiter, Marilyn Schuyler, Drew Tate, J. Hagood Tighe, Brett M. Wendt, Alexander A. Wheatley, Jeremy F. Wood, Annie Ziesing, Chad M. Zimlich

[Read more →](#)

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INSIGHTS

04/26/23

## Montana and Tennessee Join National Trend to Pass Broad Consumer Privacy Legislation: Top 8 Questions for Businesses

Usama Kahf, Risa B. Boerner, Micah Dawson, Courtney Leyes

[Read more →](#)

[View All →](#)

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INSIGHTS

05/19/23

## FP Weekly Checklist: “Returnship” Programs Can Help You Find Top Talent and Build Loyalty

Courtney Leyes, Emily N. Litzinger

[Read more →](#)

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PUBLICATION

05/16/23

## Partners Address Important Tip Credit Considerations for QSRs

Courtney Leyes, Emily N. Litzinger

[Read more →](#)

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INSIGHTS

04/27/23

## Can You Include Sushi Chefs — and Other Unique Positions — in Your Tip Pool? 5 Key Questions for Restaurateurs to Review

Ted Boehm, Marty Heller, Courtney Leyes, Emily N. Litzinger

[Read more →](#)

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PUBLICATION

04/20/23

## Partners Pen Article on What QSRs Need to Know About Tip Pooling

Courtney Leyes, Emily N. Litzinger

[Read more →](#)