



Shannon L. Smith

Associate

Atlanta

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Service Focus

- Litigation and Trials
- Counseling and Advice

Overview

Shannon Smith, an associate in Fisher Phillips' Atlanta office, represents employers in litigation involving workplace discrimination, harassment, and retaliation. She counsels businesses across diverse industries, including hospitality, manufacturing and retail, and regularly advises on compliance with federal, state, and local labor and employment laws.

Shannon's career began in New York, where she focused on employee benefits and executive compensation, advising employers on retirement and health and welfare plans and conducting transactional due diligence on executive compensation and benefits arrangements. Building on this foundation, she expanded her practice to include labor and employment litigation after relocating to Atlanta, where she now advises and defends employers in disputes while providing proactive compliance guidance.

Shannon's approach to client service emphasizes transparency, reliability, and responsiveness. She values open communication and tailors her counsel to each employer's unique needs, delivering practical strategies that protect both their business goals and workplace culture.

Before joining Fisher Phillips, Shannon was an associate at Elarbee Thompson in Atlanta.

Credentials

Education

- LL.M., 2016, with certificate in employee benefits and executive compensation, Georgetown University Law Center
- J.D., 2014, New England Law | Boston
- B.A., 2010, Hunter College

Bar Admissions

- Georgia
- New York
- New Jersey

Court Admissions

- U.S. District Court for the Northern District of Georgia

Affiliations

Professional Activities

- Atlanta Bar Association

Community Activities

- Hands On Atlanta, Civic Leadership Program