



## Jessica Malloy-Thorpe

### Associate

Chattanooga

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## PRACTICE AREAS

Litigation | Labor & Employment | Alternative Dispute Resolution (ADR) | Business Litigation | Class & Collective Action  
| Employment Law Compliance Advice & Training | Employment Litigation | Labor & Union Relations  
| Trade Secrets & Non-Compete Litigation | Wage & Hour | Workplace Accommodation & Leave Issues | Automotive  
| Cannabis & Hemp

Jessica Malloy-Thorpe is an experienced business litigator with nearly a decade of dedicated practice representing employers in labor and employment litigation, arbitration, and workplace compliance matters. Her practice centers on defending employers throughout all phases of employment disputes, from pre-suit strategy and administrative proceedings through trial, arbitration merits hearings, and appeals.

Jessica regularly represents employers in complex employment litigation, including single-plaintiff, class, and collective actions. Her experience spans a wide range of claims involving discrimination, retaliation, harassment (including sexual harassment and hostile work environment), wrongful discharge, wage-and-hour violations, leave and accommodation issues, and breach of employment contracts, particularly for executive-level employees. She also routinely enforces restrictive covenants and arbitration agreements.

Jessica has extensive experience briefing and arguing dispositive motions, strategically negotiating resolutions when in her clients' best interests, and managing agency investigations and enforcement actions. She regularly advises and represents employers before the Equal Employment Opportunity Commission, the U.S. Department of Labor, the Occupational Safety and Health Administration (OSHA), and comparable state agencies in connection with charges, audits, and investigations.

Throughout her career, Jessica has served as lead counsel and as trusted advisor to employers across a wide range of industries, successfully navigating high-stakes employment disputes while providing practical, business-focused guidance. She also regularly counsels employers on compliance with various federal and state employment statutes, including Title VII, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Pregnancy Discrimination Act, the Family and Medical Leave Act (FMLA), the Fair Labor Standards Act (FLSA), and the Worker Adjustment and Retraining Notification (WARN) Act, the Tennessee Human Rights Act, the Florida Civil Rights Act, and the Georgia Fair Employment Practices Act, among others.

Licensed in Tennessee, Florida, and Georgia, Jessica's practice is geographically concentrated in federal and state courts—as well as in arbitrations—within these jurisdictions, while she represents clients nationwide.

Prior to joining Miller & Martin, Jessica spent four years as a federal judicial law clerk, experience that continues to inform her strategic, courtroom-focused approach to litigation.

## EDUCATION

- J.D., Georgetown University Law Center, 2013
  - Georgetown Journal of Gender and the Law

- Georgetown Criminal Justice Clinic
- Exceptional Pro Bono Pledge Honoree – completed over 175 hours of pro bono service
- B.S., Economics; B.A., Political Science, *cum laude*, University of Florida, 2010
  - National Merit Scholar
  - Florida Top Scholar Award
  - Anderson Scholar of the Highest Distinction

## BAR ADMISSIONS

- Georgia
- Florida
- Tennessee

## COURT ADMISSIONS

- U.S. Court of Appeals, Sixth Circuit
- U.S. District Court, Eastern District of Tennessee
- U.S. District Court, Middle District of Tennessee
- U.S. District Court, Northern District of Georgia
- U.S. District Court, Middle District of Florida
- U.S. District Court, Northern District of Florida
- U.S. District Court, Southern District of Florida

## ACCOLADES

- *The Best Lawyers in America: Ones to Watch* – Labor and Employment Law Management; Labor and Employment Litigation, since 2022
- *Mid-South Super Lawyers Rising Stars* – Employment Litigation, since 2021

## MEMBERSHIPS

- American Inns of Court Foundation, Justices Ray L Brock Jr Robert E Cooper Chapter, Executive Committee
- Chattanooga Bar Association, Young Lawyers Division
- Federal Bar Association, Chattanooga Civics & Outreach Subcommittee
- Chattanooga Area Chamber of Commerce's Leadership Chattanooga, Class of 2023/2024
- Legal Aid of East Tennessee, Board of Directors
- Southeastern Tennessee Lawyers' Association of Women (SETLAW), Former President
- Tennessee Bar Association, Women in the Profession Committee

