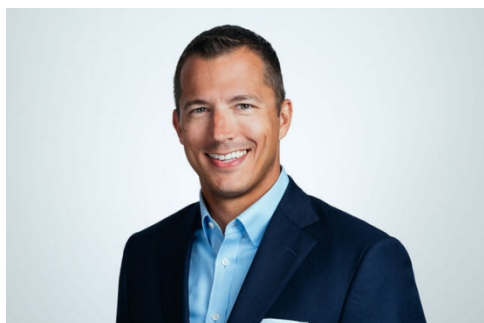


Justin L. Furrow

Shareholder



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I am straightforward, accessible, and have extensive experience with high-level, high-stakes matters. While I take my work seriously, I don't take myself too seriously.

Justin Furrow provides top-notch counsel and complex employment litigation representation to national and regional corporations, family-owned businesses, emerging companies, and other entities. He sees himself as an insider and a partner who works with clients to minimize risk and identify opportunities that not only conform with the law, but also complement their company culture and way of doing business. With an impressive track record, Justin has successfully defended and assisted clients in major employment law matters in state and federal courts across the country, and before administrative agencies such as the U.S. Equal Employment Opportunity Commission (EEOC) and U.S. Department of Labor (DOL). Clients benefit from Justin's in-depth knowledge of local, state, and federal laws and regulations related to all facets of employment law, including:

- Discrimination and retaliation
- Workplace harassment
- Employee leave, including under the Family and Medical Leave Act (FMLA)
- Wage-and-hour compliance and class/collective action defense
- Employment verification (including I-9 and E-Verify)
- Wrongful discharge
- Whistleblower protections
- Disability, including reasonable accommodation
- Enforcement of noncompetition and nonsolicitation agreements
- Workplace safety and health audits and citation contests
- Shareholder disputes and related litigation

When conflicts arise, Justin develops thoughtful, innovative strategies to deliver outcomes that address his clients' business goals. Justin collaborates with clients in an effort to avoid potentially troublesome issues and provide practical, creative counsel, minimizing risks of exposure, bad publicity, and litigation. He helps businesses navigate an ever-changing landscape of employment law and regulations. Justin places an emphasis on staying nimble and using forethought to predict and adeptly handle concerns arising from the societal pressures and movements that develop, such as the #MeToo campaign. Justin treats each

Services

- Affirmative Action Compliance
- Audit Counsel: PPP Loans and Other Investigations
- Chambliss Startup Group
- Charitable and Public Purpose Organizations
- General Counsel
- Labor and Employment

Industries

- Automotive
- Chemical
- Education
- Food and Beverage
- Manufacturing
- Media, Publishing, and Entertainment
- Municipal and Government
- Startups and Emerging Companies
- Textile
- Transportation and Logistics

Admissions

- Georgia
- Tennessee
- U.S. Court of Appeals Eleventh Circuit
- U.S. Court of Appeals Sixth Circuit

client interaction as a building block of a long-term partnership. Clients appreciate Justin's respectful nature and hands-on, energetic approach. He enjoys guiding organizations in crafting measures that set and solidify company cultures for years to come.

Experience

Represented large manufacturing client and obtained pretrial dismissal of case involving FMLA retaliation and interference, and state law whistleblower claims

Defended Walden Security in unlawful retaliation race discrimination case; obtained early dismissal of certain claims against the company and of all claims against the president, and later pretrial dismissal of the remaining claims, which was affirmed on appeal

Represented family-owned business in a multi-day jury trial for claims of unlawful termination; complete defense verdict obtained

Successful defense of client in northeastern federal court in wage-and-hour lawsuit that resulted in early resolution, saving the client from defending against a class action law suit

Obtained pretrial dismissal of age discrimination and retaliation lawsuit against national, privately held security service provider

Successful trial-level dismissal of a wrongful discharge lawsuit brought against a nationwide manufacturing company and its individual officer, and success in defeating the appeal of that dismissal

Won trial-court dismissal of class action lawsuit, which was affirmed by the Tennessee Supreme Court

Successfully obtained summary judgment in Fair Labor Standards Act lawsuit against nonprofit organization

Secured complete defense verdict in multi-day arbitration of a southeastern US franchisee against a national fast food chain claiming multi-million dollars in damages for early termination of various franchise locations

Won dismissal of lawsuit against individual physician in lawsuit alleging conspiracy, antitrust, and related claims

Associations

Professional

- U.S. District Court Eastern District of Tennessee
- U.S. District Court Middle District of Georgia
- U.S. District Court Middle District of Tennessee
- U.S. District Court Northern District of Georgia
- U.S. District Court Western District of Texas

Education

- J.D., The University of Tennessee College of Law, summa cum laude, 2008
- B.A., The University of Tennessee at Chattanooga, magna cum laude, 2005
- B.S., The University of Tennessee at Chattanooga, magna cum laude, 2005

- Meritas, Young Lawyer Liaison Program
- Defense Research Institute

Bar Associations

- Chattanooga Bar Association
- Lookout Mountain Bar Association
- Tennessee Bar Association
- State Bar of Georgia
- American Bar Association

Pro Bono

- Justin regularly provides legal advice to local nonprofit organizations.

Noteworthy

- *Mid-South Super Lawyers*, Employment and Labor, 2024
- *Best Lawyers in America*, Litigation – Labor and Employment Law, 2024-2025
- Chambers USA – Labor and Employment, Up and Coming, 2018, 2024
- *Mid-South Super Lawyers*, *Mid-South Rising Stars*, Employment & Labor, 2014-2023
- Leadership Chattanooga, 2014 Class
- Order of the Coif

Community

- Chattanooga Chamber of Commerce, Public Policy Committee, Chairman; Board of Directors, Vice Chair of Policy; Executive Committee
- Make A Wish of East Tennessee, former Board Member
- Young Professionals Association of Chattanooga

Sidebar

When Justin's not practicing law, you'll likely find him with his wife and two children out hiking, biking, golfing, or attending his kids' events, such as swim meets, youth triathlons, guitar recitals, and ballet performances.