

# Emily E. Tichenor

SHAREHOLDER

she / her / hers

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Emily Tichenor helps employers of all sizes and in a variety of industries stay compliant with ever-changing federal and state employment laws, including those regarding wage and hour, equal employment opportunity, leaves and restrictive covenants. Emily partners with employers to develop policies and procedures and provide day-to-day guidance tailored to the unique needs of each employer, its workforce and workplace culture. Emily also drafts agreements, including employment agreements, bonus agreements, and separation agreements, to help protect employers and reduce the risk of a dispute with an employee. She further supports employers during transactions by conducting due diligence to help spot potential pitfalls and take steps to ensure a smooth employment transition post-closing.

Emily strives to help employers avoid litigation and other disputes, but if disputes arise, Emily represents employers through the dispute process. She has successfully represented organizations of all sizes before state and federal courts and administrative agencies and has assisted employers in obtaining favorable decisions before the Equal Employment Opportunity Commission and the Occupational Safety and Health Administration.

Emily understands the challenges of keeping up to date with employment laws, and she regularly presents and writes on employment topics to help employers stay abreast of changes.

## Education

- Washington and Lee University (J.D., *magna cum laude*, *Order of the Coif*, 2016)
- Baylor University (B.A., *summa cum laude*, 2013)

## Bar Admissions

- Colorado
- Florida
- North Dakota

## Capabilities

- Employment Advice & Investigations
- Labor & Employment
- Behavioral Health
- Restrictive Covenants & Trade Secrets Litigation

## Court Admissions

- U.S. District Court, District of Colorado
- U.S. Court of Appeals, Seventh Circuit
- U.S. District Court, Northern District of Florida
- U.S. District Court, Middle District of Florida
- U.S. District Court, Southern District of Florida

## Memberships

- Colorado Lawyers Committee Young Lawyers Division
  - Board Member
- Colorado Bar Association
- Denver Bar Association
- Mile High Society for Human Resources Management
  - Board of Directors, Legislative Director
  - Former Director of Continuing Education Committee

## Recognition

- Named one of *Best Lawyers: Ones to Watch® in America* in Labor and Employment Law - Management, 2024-2026
- Staff Writer and Managing Online Editor, *Washington and Lee Law Review*
- Law Clerk for Honorable James A. Edwards at the Florida Fifth District Court of Appeal
- Washington and Lee University School of Law 2021 Young Volunteer of the Year Award

## Community

- Former Girl Scout Troop Leader
- Board Member for Daya International
- Social Enterprise and Innovation Committee of Girls Inc. of Metro Denver
- Baylor Professionals of Denver, Steering Committee Member
- Grand Junction Chamber of Commerce Leadership Program
- Continuous Volunteer at Local Church Nursery