MILLER & MARTIN PLLC
ATTORNEYS AT LAW

Stacie L. Caraway

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Practice Areas

- Labor & Employment
- Media & Entertainment
- Employment Litigation
- HR Counseling & Training
- Non-Compete & Trade Secrets Litigation

Education

- J.D., *with Honors*, University of Cincinnati College of Law, 1995
  - Graduated with the highest G.P.A. in the litigation curriculum
- B.A., *summa cum laude*, University of Tennessee at Chattanooga, 1992

Court Admissions

- All Tennessee State and Federal Courts
- U.S. Court of Appeals, Sixth Circuit

Ms. Caraway is a national employment law strategist, litigator and trainer. She advises national, regional and local employers concerning general employment and labor law issues with a concentration on FMLA, disability and religious accommodation issues. She also develops, reviews, and updates human resource policies and supporting agreements, and represents employers in local, state and federal legal proceedings including DOL and EEOC and state human rights commission investigations, mediations and lawsuits throughout the United States. Ms. Caraway is a frequent speaker at national, state and local employment law symposiums on topics ranging from the Family and Medical Leave Act (FMLA) and the Americans with Disabilities Act (ADA/ADAAA) to harassment, discrimination and retaliation issues. She also provides in-house training and counsel on these and other employment law issues relating to hiring, discipline and terminations.

She also practices entertainment law by designing and reviewing management, artist, agent and recording contracts.

Presentations

- "FMLA Medical Certification and Other Documentation Issues," Progressive Business Conferences, 2012-2013
- "Hiring and Firing Best Practices," Miller & Martin, 2013
- "New EEOC Developments," Tennessee Bankers Association, 2013
- "The EEOC's New Guidance Concerning the ADA, ADEA and Criminal Background Checks," Tennessee Bar Association, 2012
- "Conducting Effective and Compliant Background Checks," Conference for Competitive Management, 2012-2013
- "FMLA Best Practices," Tennessee Payroll Professionals Annual Meeting, 2011-2013
- "Exploring Practical Examples of the ADA Interactive Process," Miller & Martin, 2012
- 'What's New in Personnel Law Update," TVPPA Annual Meeting, 2012-2013
- "What Banks Need to Know about Social Media," Tennessee Bankers Association, 2012
- "Advanced Employment Issues Symposium, FMLA and ADA Issues," M. Lee Smith, Fall 2009-2014
- "Handling Intermittent FMLA Leave Abuse," National Constitution Conferences, 2009-2012
- "Wage and Hour Questions for Higher Education Employees," National Constitution Conferences, 2010 and 2012
- "The Changing Face of Age Discrimination: New Threats, New

Solutions," M. Lee Smith, February 2010
- "Compensation Crack-Down -- Ten Things to Double Check NOW," Miller & Martin, January 2010
- "Year in Review Employment Law Update for Legal Professionals," National Constitution Conferences, January 2010 and 2011
- "The Three R's of Diversity -- Respect, Responsibility, Reconciliation," Training Program Designer, 2010
- "Advanced FMLA Virtual Symposium," M. Lee Smith, 2008-2012
- "Changes in the FMLA," TVPPA Annual Meeting, Fall 2009
- "Tennessee State-Wide FMLA Master Class," M. Lee Smith, 2005-2012
- "First Line of Defense -- Sexual Harassment, Other Harassment and Workplace Violence HR Video Training," M. Lee Smith, 2008
- "Recent Changes in the FMLA and ADA," Miller & Martin, November 2008
- "Treating Our Soldiers Right -- A Comprehensive Overview of USERRA," Miller & Martin, September 2005

Publications

- "Outfoxing a Fox -- Dealing with FMLA Leave Fraud," *FMLA Compliance Manual Newsletter*, October 2010
- HR Guide to Employment Law: A Practical Compliance Reference, FMLA Chapter Author, all editions since 2009
- "Ten Tips for Making Frontline Supervisors Your Allies in Administering FMLA Leave," *Tennessee Employment Law Letter*, February 2010; reprinted by *HR Insight*, April 2010

Professional Memberships

- American Bar Association
- Chattanooga Bar Association
- Tennessee Bar Association

Civic and Charitable Activities

- Bethel Bible Village, Board of Directors and Executive Board of Trustees

Other Professional Accomplishments

- Professional vocalist