



R. Andrew Hutchinson

Shareholder

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Mr. Hutchinson concentrates his practice in the areas of labor and employment law and commercial litigation. He advises employers on a wide range of employment-related and general business topics and has experience in mediating, arbitrating and litigating claims based on the Civil Rights Acts, FMLA, ADA, ERISA and state-specific employment laws.

Additionally, Mr. Hutchinson has worked extensively with banks and special servicers in wide-ranging commercial mortgage-backed security matters including foreclosure, receiverships, defense of borrower litigation and guarantor recovery.

Representative Matters

- Obtained a favorable jury verdict for a Fortune 500 telecommunications company.
- Successfully defended a communications company in a trip and fall case, resulting in the defendant paying damages equaling only 13 percent of the plaintiff's final demand.
- Obtained summary judgment and dismissal of all claims for a national retailer in age discrimination claim.
- Obtained summary judgment and dismissal of all claims for a national restaurant chain in slip-and-fall personal injury case.
- Obtained dismissal of bad faith claims against a national insurer.
- Represented a food manufacturing company in a lawsuit for breach of contract against another manufacturer. Successfully defended the company against multi-million dollar counterclaims for breach of contract, violation of state and federal trade secrets laws, and conversion, achieving a net award.
- Won a federal defamation jury trial on behalf of a nonprofit against a media defendant.
- Defended a carbon fiber manufacturing company in a lawsuit by the company's former CFO/COO alleging \$9.5 million in damages for wrongful discharge and unpaid wages. The jury awarded the plaintiff only \$100,000.

Professional Honors & Activities

- Member – American, Tennessee and Washington County Bar Associations
- Member – Federal Practice Section Executive Council, Tennessee Bar Association
- Adjunct Professor – "The Legal Environment of Business," East Tennessee State University
- Adjunct Professor – "Employment Law for Managers," East Tennessee State University
- Baker Donelson Johnson City Office Pro Bono Attorney of the Year (2024)
- Member – Capital Pro Bono High Honor Roll (2020, 2021)
- Named a Mid-South Rising Star by *Mid-South Super Lawyers* (2014 – 2018)
- Named "40 Under Forty," *Tri-Cities Business Journal* (2014)
- Baker Donelson Associate of the Year (2014)
- Recipient – Pro Bono Attorney of the Year, Legal Aid of East Tennessee (2014)
- Recipient – Pro Bono Attorney of the Year, Legal Aid of East Tennessee (2013)
- President Law and Technology Society, University of Memphis Chapter (2005 – 2006)

- Intern to Chief Judge Jon P. McCalla, U.S. District Court for the Western District of Tennessee (2006)



Publications

- "Vaccine Mandates: What Employers Need to Know," republished in *Corporate Counsel Insights* (August 2021)



Education

- University of Memphis Cecil C. Humphries School of Law, J.D., 2006
- Millsaps College, B.S., 2001



Admissions

- Tennessee, 2006
- Washington, D.C., 2007
- North Carolina, 2013
- West Virginia, 2014
- Virginia, 2018
- U.S. Supreme Court
- U.S. District Court for the Eastern District of Tennessee
- U.S. Bankruptcy Court for the Eastern District of Tennessee
- U.S. District Court for the District of Colorado
- U.S. District Court for the Middle, Eastern and Western Districts of North Carolina
- U.S. Bankruptcy Court for the Middle, Eastern and Western Districts of North Carolina
- U.S. District Court for the Northern and Southern Districts of West Virginia
- U.S. Bankruptcy Court for the Northern and Southern Districts of West Virginia
- U.S. District Court for the Eastern and Western Districts of Virginia
- U.S. Bankruptcy Court for the Western and Eastern Districts of Virginia
- U.S. Court of Appeals for the Fourth, Sixth and Tenth Circuits