



**Shawn A. Kachmar**  
*Partner*

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**PRACTICE AREAS**

Arbitration & Mediation  
Business Litigation  
Employment  
Government Relations  
Litigation  
Logistics

**INDUSTRIES**

Banking & Finance  
Education  
Energy & Renewables  
Health Care  
Hospitality & Retail  
Logistics & Supply Chain  
Manufacturing  
Nonprofit & Government  
Professional Services  
Real Estate  
Technology

**LICENSED IN**

Georgia  
South Carolina

**EDUCATION**

Emory University School of Law: J.D., with

**EXPERIENCE**

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*Shawn Kachmar currently serves as the managing partner of HunterMaclean. In this position, he leads the HunterMaclean management committee, which guides Firm strategy, sets long-term vision, and directs Firm operations.*

In addition to his Firm leadership duties, Shawn focuses his practice on employment, restrictive covenant, and business litigation claims and provides counseling and training to both private and public entities. He also advises employers on policies, handbooks, and regulatory compliance matters, and drafts employment, executive compensation, severance, and settlement agreements. Shawn is also a frequent speaker at employment law and human resources seminars, has served as a mediator and arbitrator, and has extensive experience before regulatory agencies and in federal and state courts. From Chambers USA: "Shawn Kachmar stands out for both his in-depth knowledge of labor and employment law and excellent client service skills. [He] does an exceptional job and brings a really proactive approach to litigation."

Shawn is a member of the State Bars of Georgia and South Carolina. He is admitted to practice in all Georgia and South Carolina state courts; the U.S. Supreme Court; the U.S. Courts of Appeals for the Eleventh and Fourth Circuits; the U.S. District Courts for the Southern, Middle, and Northern Districts of Georgia; and the U.S. District Court for the District of South Carolina. He is also a member of the American, Savannah, and Federal Bar Associations.

Shawn received his B.S. in Public Policy, with high distinction, from Pennsylvania State University in 1994 and his J.D., with distinction, from Emory University School of Law in 1997. During law school, Shawn was a notes and comments editor for the Emory Law Journal and clerked for the Honorable Hugh P. Thompson, Associate Justice, Georgia Supreme Court. Following law school, Shawn clerked for the Honorable Ira DeMent, U.S. District Court, Middle District of Alabama.

Shawn is active in the community. He is an elected member of the Savannah-Chatham County Public School Board and serves on the boards of several organizations, many devoted to education. He is also a graduate of the Leadership Georgia class of 2013 and the Leadership Savannah class of 2006 and enjoys refereeing soccer matches.

**REPRESENTATIVE ENGAGEMENTS**

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- Caley v. Gulfstream Aerospace Corp.: Successful enforcement of dispute

distinction, 1997

Pennsylvania State University: B.S., Public Policy, with high distinction, 1994

## AFFILIATIONS

American Bar Association

Georgia Bar Association

Savannah Bar Association

State Bar of South Carolina

Federal Bar Association

## COMMUNITY WORK

Savannah-Chatham County Board of Public Education: District 4 Representative; Capital Improvement Committee, Chair; Past Vice President

Leadership Georgia: Class of 2013

Leadership Savannah: Class of 2006

Education Chatham Foundation: Board of Directors

Georgia Employer Committee: Executive Board, Past Legislative Liaison

Savannah Employer Committee: Past Chair

Junior Achievement of Savannah: Board of Directors, Past Chair

Savannah Downtown Business Association: Past Vice President

Savannah Development & Renewal Authority: Past Advisory Board Member

Savannah United Soccer Club: Board of Directors, President

## CLERKSHIPS

U.S. District Court: Middle District of Alabama, The Honorable Ira DeMent

resolution policy requiring arbitration.

- *Shelnutt v. City of Savannah*: Obtained summary judgment in multi-plaintiff FLSA and breach of contract action, affirmed on appeal and petition for cert. denied.
- *McKee et al. v. Citi Trends, Inc.*: Favorable resolution of FLSA collective action.
- *Old Town Trolley Tours Of Savannah, Inc. v. Jay Womble, Old Savannah Tours, LLC and Coastline Travel, Inc.*: Successful enforcement of restrictive covenants.
- *Advantica, Inc. v. Environmental Pipeline Rehabilitation, Inc.*: Successful enforcement of patent.
- *Cornwell Quality Tools Co. v. Ezell et al.*: Successful enforcement of trademarks.
- *Clabbers v. Gulfstream Aero. Corp.*: Obtained summary judgment on Equal Pay Act and Title VII claims.
- *Barnes v. City of Savannah*: Obtained summary judgment in contentious race discrimination case involving allegations of explicit race-based statements and actions.

## ARTICLES

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### *Companies Can Mandate Vaccines for Employees, But Should They?*

Published on December 22, 2020, in the *Savannah Morning News*.

### *Participating in the Growing Savannah Film Economy*

Published on February 17, 2016, in *Business in Savannah*.

### *How Should Federal Contractors Prepare for the New Federal Minimum Wage?*

Published on March 19, 2014, in *Business in Savannah*.

### *Commentary: Identify Youth Programs That Work, Then Junk the Rest*

Published on October 25, 2013, in the *Savannah Morning News*.

### *National Origin Discrimination Claims On The Rise*

Published in 2012 in the *Savannah Morning News*.

### *Overhaul Of Overtime Rules*

Published in 2012 in the *Savannah Morning News*.

## RECOGNITION

Lawyer of the Year: Employment Law,  
2023

Georgia Trend Magazine Legal Elite:  
2015-2021

Chambers USA, America's Leading Law-  
yers for Business: Employment Law

Best Lawyers in America: Employment  
Law

Georgia Super Lawyers: Employment  
Litigation

Community STAR: 2012

Savannah's 40 Under 40 Business Lead-  
ers

Georgia Super Lawyers Rising Star: Em-  
ployment Litigation

Martindale-Hubbell: AV Rated

*New Restrictive Covenant Law Effective Immediately, Or Not*  
Published in 2012 in *Business in Savannah*.

*Mediation Can Serve as a Smart Alternative to Litigation*  
Published on May 30, 2012, in *Business in Savannah*.

*Does the Company or Staff Own Its Social Media Activities?*  
Published on January 11, 2012, in *Business in Savannah*.

*Restrictive Covenants for Technology Companies*  
Published on September 3, 2011, in *Business in Savannah*.

*Using Social Media to Screen Job Candidates*  
Published on August 10, 2011, in *Business in Savannah*.

*2006 Amendments to the Federal Rules of Civil Procedure – Electronic Discovery  
has Arrived*  
Published in *Products Liability Perspectives* 2, no. 3 (Fall/Winter 2006).

*Employee Retention in Smaller Businesses: How to Attract, Keep Employees*  
Published on January 8, 2005, in *Business in Savannah*.

## PRESENTATIONS

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*Legal Awareness in the Workplace: Managing Employee Leave, Including FMLA,  
ADA & Workers Comp*

Presented in Savannah, Georgia, on November 17, 2015, as part of Georgia  
Southern University's series on Legal Awareness in the Workplace.

*Legal Awareness in the Workplace: Social Media – What Human Resource Profes-  
sionals Should Know*

Presented in Statesboro, Georgia, on October 20, 2015, as part of Georgia  
Southern University's series on Legal Awareness in the Workplace. Shawn re-  
viewed the statutes/regulations concerning social media that are important to  
consider when choosing policies for the workplace.

*Legal Awareness in the Workplace: Social Media Use – What Employers Should  
Know*

Presented in Savannah, Georgia, on April 21, 2015, as part of Georgia Southern  
University's series on Legal Awareness in the Workplace. Shawn gave a prac-  
tical review of applicable statutes and regulations to help participants choose  
policies for their firms, and how to cover the risks and rules of social media in a  
work place setting.

*Social Media & Privacy*

Presented at Employment LAW: 2014 Comprehensive Guide, a seminar by the National Business Institute, in Savannah, Georgia, on December 10, 2014.

*Employment Law: Beyond the Basics*

A Sterling Education seminar presented by Wade Herring, Shawn Kachmar, Sarah Lamar, and Rebecca Sczepanski on June 3, 2014, in Savannah, Georgia.

*Recent Developments and Emerging Trends*

Presented at the Employment Law Update in Georgia seminar in Savannah, Georgia, on October 23, 2012.

*Hiring Employees in Georgia*

Presented at the Employment Law Update in Georgia seminar in Savannah, Georgia, on October 23, 2012.

*What Every Non-Employment Attorney Needs To Know About Employment Law*

Presented at the State Bar of Georgia Annual Meeting on June 21, 2012.

*Employment Law From A to Z*

Presented at multiple CLE, human resources, and management seminars.

*HIPAA*

Presented at multiple CLE, human resources, and management seminars.

*White Collar Exemptions Under the FLSA*

Presented at multiple CLE, human resources, and management seminars.

*Alternative Dispute Resolution*

Presented at multiple CLE, human resources, and management seminars.

*Payroll Management*

Presented at multiple CLE, human resources, and management seminars.

*Contracts for Artists*

Presented at multiple CLE, human resources, and management seminars.

*Employment Law Issues in the Construction Industry*

Presented at multiple CLE, human resources, and management seminars.

*Overview of the NLRA*

Presented at multiple CLE, human resources, and management seminars.

*Hiring, References & Background Checks*

Presented at multiple CLE, human resources, and management seminars.

*Protecting Company Trade Secrets*

Presented at multiple CLE, human resources, and management seminars.

*Government Investigations*

Presented at multiple CLE, human resources, and management seminars.

*Drafting Effective Employee Handbooks*

Presented at multiple CLE, human resources, and management seminars.

*Wage & Hour Law*

Presented at multiple CLE, human resources, and management seminars.

*FLSA Overview*

Presented at multiple CLE, human resources, and management seminars.

*Effective Restrictive Covenants*

Presented at multiple CLE, human resources, and management seminars.

*Avoiding EEOC Claims*

Presented at multiple CLE, human resources, and management seminars.

*South Carolina Employment Law Update*

Presented at multiple CLE, human resources, and management seminars.

*Georgia Employment Law*

Presented at multiple CLE, human resources, and management seminars.

*Employment Case Law, Regulatory & Statutory Update*

Presented at multiple CLE, human resources, and management seminars.

*Employee Leave Laws (Interplay of FMLA, ADA & Workers Comp)*

Presented at multiple CLE, human resources, and management seminars.

*Immigration Compliance*

Presented at multiple CLE, human resources, and management seminars.

*Social Media in the Workplace*

Presented at multiple CLE, human resources, and management seminars.

*Internal Investigations, Documentation & Discharge*

Presented at multiple CLE, human resources, and management seminars.