



Sarah H. Lamar
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PRACTICE AREAS

Business Litigation
Employment
Government Relations
Immigration
Litigation

INDUSTRIES

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

LICENSED IN

District of Columbia
Georgia

EDUCATION

Emory University School of Law: J.D., 1991
Yale University: B.A., History, 1988

EXPERIENCE

Sarah Lamar is a partner in the Firm's Savannah office and practices in the area of employment law.

Sarah has experience representing employers in employment litigation in federal and state courts regarding discrimination and other employment laws such as Title VII, the Age Discrimination in Employment Act, Americans with Disabilities Act, Family and Medical Leave Act, and Fair Labor Standards Act, among others. She represents employers in breach of contract actions, including non-competes and tort claims, and in agency investigations brought by the U.S. and Georgia Departments of Labor, the EEOC, OFCCP, and U.S. ICE. She conducts in-house training for employers and advises clients on a variety of human resource issues, including their non-discrimination/harassment, wage/hour, federal affirmative action, and immigration law obligations. Sarah also performs internal investigations in response to harassment and other workplace complaints.

Sarah has been named a Georgia Super Lawyer and one of the Best Lawyers in America in Labor and Employment Law. The highly competitive Chambers USA legal directory highlighted Sarah in its Georgia Employment Law rankings. She was named Lawyer of the Year in *The Best Lawyers in America* in the area of employment law.

Sarah was the first female chair of ALFA International, a global legal networking organization, and continues to serve on ALFA International's Employment Practice Group Steering Committee and in other roles. Sarah was also a long-serving chair of the Government Affairs Committee for the Georgia Chapter of the Society for Human Resource Management (SHRM) and speaks around the state on legislative and employment issues affecting the workplace.

She received her B.A. in History from Yale University in 1988 and her J.D. from Emory University in 1991. At Emory, she served as senior notes and comment editor for the *Emory International Law Review*. Following law school, Sarah was a law clerk from 1991 to 1992 for the Honorable Richard B. Kellam, Judge, U.S. District Court, Eastern District of Virginia.

REPRESENTATIVE ENGAGEMENTS

- Sarah Lamar and Shawn Kachmar represented a municipality in an FLSA collective action brought by firefighters regarding the administration of its compensatory time off policy. The matter was settled for a nominal figure and the parties agreed that plaintiffs' counsel would submit fees and costs to the court. Subsequently, when plaintiffs' counsel sought over \$200,000 in attorney's fees and costs, Sarah and Shawn successfully argued that

AFFILIATIONS

Georgia Bar Association

District of Columbia Bar Association

Eleventh Circuit Court of Appeals:
Member of the Bar

Middle, Northern, and Southern Districts
of Georgia: Member of the Bar

Northern District of Florida: Member of
the Bar

District of Maryland: Member of the Bar

Savannah Bar Association: Executive
Committee, Secretary, 2024-Present

Georgia Association for Women Lawyers

ALFA International: Board of Directors,
Past Chair, 2009-2011; Employment
Practice Group Steering Committee;
Women's Initiative Practice Group,
Founding Chair

International Association of Defense
Counsel

Lawyers Foundation of Georgia

Emory Law Alumni Association Board:
Past Member

State Bar of Georgia Law Journal: Editorial
Board, Past Member

Georgia Legal Services Program: Board of
Directors, Past Member

Society for Human Resource
Management: State Government Affairs
Council, Past Chair

COMMUNITY WORK

Visit Savannah: Board of Directors, Chair,
2015; Executive Committee; Strategic
Vision Task Force, Board Development
Committee

the fee requests and billing entries were unreasonable, excessive, vague, or otherwise inappropriate. In all, the court reduced the statutory fees and costs by almost \$100,000 and granted only about 55% of what was requested. The decision can be found at *Milie v. City of Savannah*, No. 4:18-CV-117, 2020 WL 4041118 (S.D. Ga. July 16, 2020).

- Sarah Lamar and Wade Herring represented a Methodist church in an ADA case brought by a former employee of the church, claiming that the church and the church conference discriminated against him on the basis of his HIV status. The former employee sued the church and the conference in federal court. Wade and Sarah filed a motion for summary judgment at the beginning of the case asking the court to dismiss the case as a matter of law. The motion was primarily based upon the "ministerial exception" to federal employment discrimination laws that arises out of the First Amendment's freedom of religion clause. In response to the motion, the employee dismissed the lawsuit with prejudice.
- *McKee et al. v. Citi Trends, Inc.* (4-CV-982, M.D. Alabama): Favorable settlement of FLSA collective action.
- *Old Town Trolley Tours of Savannah, Inc. v. Jay Womble, Old Savannah Tours, LLC, and Coastline Travel, Inc.* (6-2060-KA, Superior Court of Chatham County): Enforcement of restrictive covenant through obtaining injunctive relief and settlement with favorable terms.
- *Clark v. St. Joseph's/Candler Health Systems, Inc. & The Matthew Reardon Center, Inc.*: Summary judgment granted to Matthew Reardon Center on race/sex harassment, discrimination, and retaliation claims, affirmed by the 11th Circuit 2007, cert. denied.
- *Glisson v. Global Security Services, LLC* (287 Ga. App. 640 2007): Struck down restrictive covenant, which lacked adequate consideration.

ARTICLES

Unemployment Challenges

Published on May 4, 2020, on the Savannah Area Chamber of Commerce's website.

It's the Holidays: Let's Talk about Harassment

Published on December 20, 2017, in *Business in Savannah*.

Federal Contractor Affirmative Action Requirements: Are You Keeping Up?

Published on May 18, 2016, in *Business in Savannah*.

The Marshes of Skidaway Island: Board of Directors, Health Committee

Susan G. Komen Coastal Georgia: Board of Directors, Executive Committee, Past Member

Savannah Area Chamber of Commerce: Board of Directors and Executive Committee, Past Member

Leadership Southeast Georgia: Class of 2018

Leadership Savannah: Class of 2000-2002

Savannah Area Tourism Leadership Council: Board of Directors and Executive Committee, Past Member

Historic Savannah Foundation: Board of Trustees, Executive Committee, Past Member

Wesley Community Centers of Savannah: Board of Directors, Past Member

Georgia Chamber HR Council: Past Member

Yale Alumni Association: Assembly Delegate, 2016-2018

CLERKSHIPS

U.S. District Court: Eastern District of Virginia, The Honorable Richard B. Kellam

RECOGNITION

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

Best Lawyers in America: Labor and Employment Law, 2010-2024

Georgia Super Lawyers: Employment & Labor, 2005 & 2018-2023

Lawyer of the Year: Employment Law, 2022

Quarterly Legislative Updates: 2013-2016

Sarah Lamar's quarterly updates for the Society for Human Resource Management (SHRM).

The NLRB's Joint Employer Decision Impacts All Employers

Published on September 10, 2015, in *Savannah Morning News*.

The Top Five Self-Audits Every Employer Should Perform

Published in the September/October 2015 issue of *The Georgia Contractor*.

President Obama's executive order on immigration: Part 2 of 2

Published on January 8, 2015, in *Savannah Morning News*.

President Obama's executive order on immigration: Part 1 of 2

Published on January 7, 2015, in *Savannah Morning News*.

An Overview of Obama's Executive Order on Immigration

Published on December 16, 2014, in *Business in Savannah*.

New Immigration Laws Affect Local Employers

Published on August 15, 2013, in *Savannah Morning News*.

Appeals Court Strikes Down Controversial Poster Requirement

Published on July 10, 2013, in *Business in Savannah*.

NLRB Posting Requirements Are Delayed Yet Again

Published on March 7, 2012, in *Business in Savannah*.

Georgia's New Restrictive Covenant Law: Third Time's The Charm

Published on June 29, 2011, in *Business in Savannah*.

Final GINA Regulations Now in Effect

Published on February 16, 2011, in *Business in Savannah*.

Voice of Experience: Sarah Lamar, Partner, HunterMaclean and President of ALFA International

Interview of Sarah Lamar by Pamela Weinsaft, published on January 4, 2010, in *The Glass Hammer*.

Benefit Packages Gain Importance in the Current Economic Climate

Published on December 2, 2009, in *Savannah Business Journal*.

Avoiding Unlawful Harassment in the Workplace

Published on February 2, 2007, in *Coastal Hospitality Industry News Brief*.

Family and Medical Leave: 2007 FMLA Update — How to Handle Leave Requests

Georgia Trend Magazine Legal Elite: 2021

Community STAR: 2016

Martindale-Hubbell: AV Rated

Effectively and Reduce Your Legal Risks

Published on February 1, 2007, in *Business & Legal Reports*.

Supreme Court Weighs Meaning of Retaliation

Published on January 9, 2006, in *The Business Report & Journal*.

Employment Discrimination Law 1998 and 2000 Supplements

Sarah Lamar was a contributing author.

The Americans Disabilities Act Can Affect Your Business

Published on December 6, 1999, in *The Business Report & Journal*.

Interest Arbitration: Public and Private Sector

Co-authored by Sarah Lamar and published in the *Wiley Employment Law Update* by John Wiley & Sons in 1994.

PRESENTATIONS

Arbitration in the Workplace

Sarah Lamar spoke to UGA Law School students on this topic as part of an alternative dispute resolution class on April 20, 2023.

Ask the Attorney

Sarah Lamar spoke at this “ask me anything” session as part of the 2022 Business & Financial Conference for the American Public Power Association in Savannah, Georgia, on September 20, 2022.

COVID-19 Unplugged

Sarah Lamar was a panelist for this segment at the ALFA International 2022 Workers’ Compensation Seminar in Savannah, Georgia, on March 24, 2022.

One Size Fits None: Practical Tips for National Employers on Developing and Enforcing a National Non-Compete Program

Sarah Lamar was a panelist for this segment at the ALFA International 2022 Client Seminar in Austin, Texas, on March 5, 2022.

The Mini MBA for Attorneys

Sarah Lamar presented on employment law for this webinar sponsored by the National Business Institute on May 17, 2021.

Hold on to your hats! A new wind is blowing: New legislation from a new administration

Presented via Zoom to the Savannah Chapter of the Society for Human Resource Management (SHRM) on April 15, 2021.

Legislative/Regulatory Developments in COVID World

A webinar presented to the Golden Isles Chapter of the Society for Human Resource Management (SHRM) on November 18, 2020.

2020 U.S. Supreme Court Decisions: Implications for Employers

Presented virtually at the 2020 SHRM-Atlanta Legal Summit on October 22, 2020.

Evolving Human Resource Challenges Posed by COVID-19

A webinar presented for members of the Georgia Association of Orthopaedic Executives on October 14, 2020.

Internal Investigations: What You Need to Know Now

Presented virtually at the 2020 SHRM Georgia State Conference on October 2, 2020.

Legal 411

Presented at a virtual event for women in business hosted by Savannah SCORE on August 22, 2020.

Return to Work Guidelines and Recommendations

On May 28, 2020, Christopher Smith and Sarah Lamar joined Brett Godwin, Chief Operating Officer of Sterling Seacrest Partners, and Suzanne Kirk, owner of Employee Development Strategies, Inc., for a Zoom webinar on returning to work during the COVID-19 pandemic.

Preparing for the Post COVID-19 Legal Landscape

Christopher Smith and Sarah Lamar were presenters for this webinar on May 7, 2020, by Miles Mediation & Arbitration. The discussion covered key business and legal issues to consider in the future, including tort issues, workers compensation, and insurance issues.

Workforce Development Impact of COVID-19

Wade Herring and Sarah Lamar discussed how the COVID-19 pandemic has impacted the workforce in this virtual session on April 2, 2020, by the Leadership Southeast Georgia program.

SHRM COVID-19 Update

Sarah Lamar and Wade Herring discussed the legal impacts of COVID-19 for employers in this webinar for the Society for Human Resource Management (SHRM) on Thursday, March 19, 2020.

Managing the Unmanageable Employee

Presented to the Savannah Dental Society in Savannah, Georgia, on October 10, 2019.

Management Training

Presented to the Assisted Living Association of Georgia at Epworth By The Sea on St. Simons Island, Georgia, on September 13, 2019.

Wage Issues

Presented at Human Resource Law From Start to Finish, a seminar by the National Business Institute, in Savannah, Georgia, on August 7, 2019.

Employee Handbooks and Policies in the 21st Century

Presented at Human Resource Law From Start to Finish, a seminar by the National Business Institute, in Savannah, Georgia, on August 7, 2019.

Successful Hiring and Recruitment Steps

Presented at Human Resource Law from Start to Finish, a seminar by the National Business Institute, in Savannah, Georgia, on August 7, 2019.

Arbitration: Thumbs Up or Thumbs Down?

Sarah Lamar moderated this panel at ALFA International 2019 Labor & Employment Practice Group Seminar in Bluffton, South Carolina, on June 13, 2019.

Women Who Lead

Sarah Lamar moderated a panel of women business leaders at a Georgia Association for Women Lawyers (GAWL) Savannah Chapter event at the Alida Hotel in Savannah, Georgia, on June 5, 2019.

HR Performance Management

Presented by Sarah Lamar with Suzanne Kirk at the Leadership Southeast Georgia meeting on May 3, 2019, at the Dorchester Hunt Club in Midway, Georgia.

Framing a Culture of Resolution: A Cross-Cultural Exploration of Resolving Workplace Conflict in New Zealand and the United States

Sarah Lamar served as a panelist for this presentation at the American Bar Association's 21st Annual Section of Dispute Resolution Spring Conference in Minneapolis, Minnesota, on April 12, 2019.

#MeToo: What's Next

Presented at the 2019 SHRM-Atlanta HR Conference in Atlanta, Georgia, on March 27, 2019.

Employment Law Legislative/Regulatory Update

Presented to the Golden Isles Chapter of SHRM in Brunswick, Georgia, on March 20, 2019.

Best Practices for Managing Employees

Presented to a town hall meeting of the Asian American Hotel Owners Associ-

ation in Savannah, Georgia, on March 4, 2019.

Workplace Investigations

Presented at the 8th Annual Southeast Financial Human Resources Conference, sponsored by the Community Bankers Association of Georgia, in Atlanta, Georgia, on November 1, 2018.

What's Next with the #MeToo Movement? An Employer's Evolving Obligations

Presented to the Savannah Area Chapter of SHRM on August 15, 2018.

Sexual Harassment in the Era of #MeToo: An Employer's Evolving Obligations

Presented at SOAHR 2018, SHRM-Atlanta's 28th Annual HR Conference, on March 28, 2018.

Preventing and Addressing Harassment in the Workplace

A webinar presented on behalf of the Georgia Chamber of Commerce on February 13, 2018.

Creating Rock Solid Documentation to Avoid a Potential Lawsuit

Presented to the Veterinary Hospital Managers Association in Savannah, Georgia, on January 18, 2018. This session highlighted the importance and best practices of documentation to minimize risks for potential lawsuits. Topics ranged from complex employment cases and typical wage and hour mistakes to managing the performance of protected classes.

Workers and Work: Who is a Worker Anyway?

Sarah Lamar presented on the classification of employees and independent contractor status at the 7th Southeast Financial Human Resource Conference in Atlanta, Georgia, on November 2 and 3, 2017.

Reviewing Your Handbooks, Rules and Disciplinary Processes

Presented at the Coastal Georgia Center in Savannah, Georgia, on October 17, 2017.

Legislative and Regulatory Developments in Employment Law

Presented at the 2017 SHRM State Conference on HR Impact: Navigating Waves of Change in Brunswick, Georgia, on October 8, 2017.

Legislative and Regulatory Developments and the New Administration

Presented at the Pinnacle Leadership Conference, sponsored by the West GA SHRM, in LaGrange, Georgia, on March 15, 2017.

When the OFCCP Comes Calling - Challenges Facing Government Contractors

Sarah Lamar served as a moderator for this panel at the ALFA International client seminar on affirmative action matters in Miami, Florida, on March 4, 2017. The seminar has over 100 general counsel and assistant counsel attending its

hallmark conference each year on a number of business legal topics.

The Political Reveal: Legislative and Regulatory Developments in Employment Law and the Impact of the 2016 Elections

Presented to the Atlanta chapter of the Society for Human Resource Management (SHRM) on October 5, 2016.

The New DOL Overtime Exemption Rules

Sarah Lamar presented on the U.S. Department of Labor overtime exemption rules at the 2016 Society for Human Resource Management (SHRM) Georgia State Conference in Augusta, Georgia, on September 19, 2016.

It's a Bird. It's a Plane. No, it's the New FLSA Changes!

Sarah Lamar spoke about the U.S. Department of Labor overtime exemption rules at the Southeastern Warehouse Association (SWA) Annual Conference in Saint Simons Island, Georgia, on September 17, 2016.

Who is Considered a Joint Employer?

Presented at Enlightening the EPL/PL World, a seminar hosted by ALFA International in New York, New York, on June 9, 2016.

Top Trends in Employment Law

Presented at the Coastal Empire Association of Health Underwriters (CEAHU) 12th Annual Symposium & Exhibitor Fair, held at Georgia Tech's Savannah Campus on April 29, 2016.

Preparing for an OFCCP Review

Presented at Effective OFCCP Compliance & Affirmative Action Preparation, a seminar by Economic Research Service, in Lake Buena Vista, Florida, on February 25, 2016.

Legislative and Regulatory Update

Presented at the Georgia SHRM Leadership Conference on employment-related legislative issues in Columbus, Georgia, on January 22, 2016.

Legal Awareness in the Workplace: From Hiring to Termination — Effective Employee Management

Presented as part of Georgia Southern University's series on Legal Awareness in the Workplace in Statesboro, Georgia, on January 19, 2016.

I-9s, E-Verify and Immigration Compliance

Presented to the Statesboro chapter of the Society for Human Resource Management (SHRM) in Statesboro, Georgia, on November 18, 2015.

HR Legislative and Regulatory Update

Sarah Lamar spoke to the Athens-Clarke County chapter of the Society for

Human Resource Management (SHRM) in Athens, Georgia, on November 10, 2015, about current legislative and regulatory issues in employment law.

Legislative Panel Discussion

Sarah Lamar participated in this event for the SHRM Georgia State Council Annual Conference in Savannah, Georgia, on September 1, 2015.

Legal Awareness in the Workplace: Discrimination and Hostile Work Environment – What You Need to Know

Presented in Savannah, Georgia, on August 18, 2015, as part of Georgia Southern University's series on Legal Awareness in the Workplace.

How Do You Keep Your Employees Happy? Employment Considerations for Hospitality Industry

Presented at the Savannah Area Tourism Leadership Council (TLC) Connection Luncheon on May 21, 2015.

Legal Awareness in the Workplace: From Hiring to Termination – Effective Employee Management

Presented in Brunswick, Georgia, on May 19, 2015, as part of Georgia Southern University's series on Legal Awareness in the Workplace.

Employment Law for Businesses of Every Size

Presented to clients of TJS Deemer Dana in its Savannah office on April 29, 2015, and in its Dublin office on May 6, 2015.

Preparing for an OFCCP Review

Presented at Effective OFCCP Compliance & Affirmative Action Preparation, a seminar by the ERS Group, on April 23 and 24, 2015.

Legal Lunch & Learn: Employment Law for Businesses of Any Size

Presented at the Brunswick-Golden Isles Chamber of Commerce in Brunswick, Georgia, on March 5, 2015. The Lunch & Learn was presented in partnership with the Brunswick Chamber and the UGA Small Business Development Center.

Legal Awareness in the Workplace: Georgia Employment Law

Presented in Savannah, Georgia, on February 3, 2015, as part of Georgia Southern University's series on Legal Awareness in the Workplace.

Understanding Legislative & Regulatory Initiatives

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

Avoiding Wage and Hour Violations

Presented at Employment LAW: 2014 Comprehensive Guide, a seminar by the

National Business Institute, in Savannah, Georgia, on December 10, 2014.

Brunswick Chamber Lunch and Learn: Legal Checklist for Success as You Grow Your Business

A Lunch and Learn presented by Dave Burkoff and Sarah Lamar on October 16, 2014, at the Brunswick/Golden Isles Chamber of Commerce. The event was co-sponsored with the Chamber and the UGA Small Business Development Center.

Pre-Employment Screening and Behavior Forecasting: Risk Avoidance or Exposure to New Risk?

Sarah Lamar participated as a panelist in this ALFA International webinar on June 4, 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.

Preparing for an OFCCP Review

Presented at Effective OFCCP Compliance & Affirmative Action Preparation, a seminar by the ERS Group, on March 20 and 21, 2014.

Live or Die – Summary Judgment, Motions to Dismiss, and Other Procedural Issues in Labor and Employment Litigation

Presented at Nuts and Bolts of Labor and Employment Law, a seminar by the labor and employment law section of the Georgia Bar, on November 12, 2013.

Preparing for an OFCCP Audit

Presented at the Economic Research Services Annual Affirmative Action seminar in Orlando, Florida, on April 19, 2013.

FMLA / ADA / Workers Comp / Employee Leave Issues / Internal Investigations

Presented by at the HR Issues in the Workplace: First Time Supervisors training seminar sponsored by the Liberty & Long Country Employer Committee in Walthourville, Georgia, on October 24, 2012.

Leave and Anti-Discrimination Laws/Immigration Issues

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

Workplace Implications of Social Media

A seminar given at the Savannah Area Tourism and Leadership Council (TLC) in Savannah, Georgia, on September 26, 2012.

Georgia Southern University Continuing Education Series

Sarah Lamar participated as a presenter for this series on July 24, 2012.

Employee Leaves: How to Handle the Common Time-Off Scenarios that Come Up Again and Again

A webinar given by Sarah Lamar, sponsored by BLR (Business & Legal Resources) on June 28, 2010.

The NLRB and Labor Law: What All Employers Need to Know Now

A tele-seminar given by Sarah Lamar, sponsored by ALFA International on June 5, 2012.

Federal and Georgia Immigration Challenges for Public Employers

Presented for Clerks of Court in Richmond Hill, Georgia, on November 15, 2011.

Political Boot Camp

Presented for Georgia State SHRM conference on August 30, 2011.

ALFA International Client Seminars

Sarah Lamar spoke on the panels for sexual harassment (2000), employment litigation discovery (2006), ADEA (2007 and 2009), EPLI insurance (2008), and immigration law (2010).

Post-Layoff Dangers: Easing the Transition for Laid-Off Employees

A webinar given by Sarah Lamar, sponsored by BLR (Business & Legal Resources) on August 17, 2009.

Georgia Board of Workers' Compensation 2002 Annual Educational Seminar

Sarah Lamar participated as a presenter at this seminar on December 31, 2002.