

TANYA ANDREWS TATE
44 Milton Avenue
Suite 136
Alpharetta, GA 30009
678-793-0065
www.ttatelaw.com www.bayadr.com
tat@bayadr.com

PROFESSIONAL EXPERIENCE

Mediation Experience

January 2016 to present

BAY MEDIATION AND ARBITRATION SERVICES, LLC **Atlanta, Georgia**
Registered Mediator/Registered Arbitrator

- Mediate and arbitrate a variety of civil disputes including, but not limited to, business, employment, premises liability and personal injury cases (mediated in excess of 200 cases)

March 2010 to January 2016

MILES MEDIATION **Atlanta, Georgia**
Mediator

- Worked as a mediator mediating primarily commercial business, employment, personal injury and premises liability disputes.

Workplace Investigation Experience

October 2013 to present

**EMPLOYMENT INVESTIGATION AND
CONSULTATION SERVICES** **Duluth, Georgia**
Owner/Presenter/Consultant

- Frequent presenter to employers, trade organizations and Chambers of Commerce on topics including, but not limited to:
 - Social Media in the Workplace
 - Protection of Confidential Information and Trade Secrets Using Restrictive Covenant Agreements
 - Diversity in the Workplace
 - Wage and Hour Law: Saving a Dime May Cost Double
 - The Court System and Business Law
 - “The Pitfalls of Hiring and Firing”
 - “Documentation in Business - Proactive Ways to Protect Your Company”
 - “Employment Law 101”

October 2010 to October 2013

EMPLOYMENT PRACTICES SOLUTIONS, INC.
Investigator/Trainer

- Worked as a neutral, third party investigator investigating employment disputes for small, medium and large sized businesses.
- Made presentations to employees and supervisors as to various employment law issues, including but not limited to diversity training, harassment and discrimination in the workplace and wage and hour law.

Litigation Experience

July 2003 to present

TANYA ANDREWS TATE & ASSOCIATES

Duluth, GA

Owner

- Representation of businesses and individuals in litigation, with an emphasis on contractual and business disputes, as well as labor and employment matters, particularly issues arising under the Americans with Disabilities Act (ADA), Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act (ADEA), Fair Labor Standards Act (FLSA), the Family Medical Leave Act (FMLA) and the Georgia Trade Secrets Act.
- Consultation with businesses and individuals with regard to termination issues, such as drafting/negotiation of severance packages, continuation of benefits, and contractual and common law obligations upon termination.
- Evaluation and drafting of employment agreements, including restrictive covenant agreements; reviewing and drafting policies and procedures/employee handbooks.
- Reviewing and revising third-party contracts.
- Representation of businesses in EEOC investigations and U.S. Department of Labor wage and hour audits.
- Training client employees on employment law matters, particularly related to harassment and discrimination in the workplace.

June 1998 to July 2003

ANDERSEN, TATE & CARR

Duluth, GA

Associate

- Represented small to mid-size businesses in employment and commercial litigation with an emphasis on contractual, as well as labor and employment matters, particularly issues arising under the ADA, Title VII, and ADEA.
- Assisted clients in addressing day to day legal concerns, particularly those dealing with the hiring and firing of employees, evaluation of employment agreements including non-compete agreements and reviewing and drafting policies and procedures manuals, non-compete agreements and non-solicit agreements.

December 1994 to June 1998

MABRY & McCLELLAND

Atlanta, GA

(formerly Chambers, Mabry McClelland & Brooks)

Associate

- Insurance defense practice primarily concentrated in employment law, business litigation, personal injury and premises liability litigation.
- Participated in numerous federal jury trials, primarily discrimination cases, with exposure in the millions of dollars, many on behalf of the Dekalb County Schools.
- Represented the Dekalb County School System in addressing disciplinary issues related to both students and staff, including ensuring compliance with county “due process” requirements and compliance with local rules and ordinances.
- Responsible for preparing motions for summary judgment in both federal and state courts that dealt with, among other things, complex issues implicating Title VII, 42 U.S.C. § 1983, Title IX and the Americans with Disabilities Act.

Teaching Experience

January 2016 to present

GEORGIA GWINNETT COLLEGE

Lawrenceville, Georgia

Adjunct Professor of Legal Studies and Business Communications

EDUCATION

Juris Doctor, 1995

UNIVERSITY OF GEORGIA SCHOOL OF LAW,

Athens, Georgia

Honors:

- Moot Court Intrastate Team
- 1994-95 Moot Court Board, Intrastate Coach
- Recipient, Hatton Lovejoy Scholarship

Activities:

- Russell Moot Court Competition
- Talmadge Moot Court Competition
- Student Bar Association

ABJ, Telecommunications, 1992

Magna Cum Laude with High Honors from UGA Honor's Program

UNIVERSITY OF GEORGIA

Athens, Georgia

Honors/Activities:

- Order of Omega National Honor Society
- Phi Kappa Phi National Honor Society
- Omicron Delta Kappa National Honor Society
- Golden Key National Honor Society
- Alpha Lambda Delta Honor Society
- Gamma Beta Phi National Honor Society
- Who's Who Among American Universities
- 1991 UGA Homecoming Court
- Blue Key
- Mortar Board
- President's Award
- Outstanding Senior Leader
- 1991 Dean's Scholar
- Z-Club
- Churchill Scholarship Recipient
- UGA Honor's Program

PROFESSIONAL AWARDS

- Named multiple times in Atlanta Magazine as a Rising Star "Super Lawyer" in employment law, a designation given to only 2.5% of attorneys in the state.
- Recipient of the 2009 Pinnacle Award sponsored by the Gwinnett County Chamber of Commerce which recognizes the top twenty small businesses in the county.
- "AV" rated by Martindale Hubbell (Awarded only to an attorney who has "reached the height of professional excellence" and is recognized for the "highest levels of skills and integrity").

MEMBERSHIPS

- State Bar of Georgia (Member, Employment Law Section, Litigation Section and ADR Section)
- Atlanta Bar Association (Member, Employment Law Section and Litigation Section)
- National Employment Lawyers Association (Member)
- Georgia Association of Women Lawyers (Member)
- Registered Arbitrator, Georgia Commission on Dispute Resolution
- Registered Mediator, Georgia Commission on Dispute Resolution

COMMUNITY AND PROFESSIONAL ACTIVITIES

- Endurance Biking - Michael J. Fox Foundation (raised in excess of \$70,000 for this Foundation in 2018)
- Team in Training – The Leukemia and Lymphoma Society (two marathon events)
- Leadership Gwinnett, Class of 2004-2005
- Leadership Johns Creek, Class of 2013 Board of Trustees, Member, Gwinnett County Environmental and Heritage Center
- Officer, Member Board of Trustees, Annandale at Suwanee, Inc. (2000-2014)
- Gwinnett County United Way Cabinet (2008)
- Local School Advisory Council, Autrey Mill Middle School (2010-2013)
- Young Men's Service League, Board of Directors