

## FRANK L. DAY JR.

**Partner** / Memphis, Nashville

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### **Frank Day helps his clients accomplish business objectives through labor and employment litigation, counseling, and training.**

Frank L. Day, a partner at FordHarrison LLP in Memphis, is a nationally recognized leader in employment law, with a proven track record of successfully defending employers across the country. He has assisted clients in a range of complex employment matters in 18 different states, locally in Tennessee and Arkansas, and nationally from Alaska and Texas, and New York to California, appearing in federal and state courts as well as before administrative agencies.

Frank represents national retailers, healthcare providers, automobile manufacturers, hardware distributors, and other employers, providing strategic counsel and aggressive defense in cases involving the FLSA, Title VII, ADA, and other federal employment laws. His extensive litigation experience includes jury trials, bench trials, and appellate victories, consistently delivering results that protect his clients' interests.

Repeatedly recognized by Super Lawyers and named among the 500 Leading Attorneys in the United States, Frank is a trusted advisor to industry leaders nationwide, known for his practical, results-driven approach to employment litigation and compliance.

### **Representative Experience**

- » Won a final judgement in favor of a major automobile manufacturer in Indiana federal district court, defeating multiple claims asserted under the ADA.
- » Secured a defense verdict on behalf of a national retailer in a wage and hour arbitration. The claim alleged the retailer had wrongfully denied its managers overtime compensation by paying them as exempt employees. The arbitrator decided the case in favor of the Company based on the executive exemption.
- » Successfully enforced a noncompete contract on behalf of a nationwide employer, securing a final judgment from a state

### **EDUCATION**

- » University of Memphis School of Law (J.D., *cum laude*, 2006)
- » University of Mississippi (B.A., 2003)

### **BAR ADMISSIONS**

- » Arkansas
- » Tennessee
- » Kentucky

### **COURT ADMISSIONS**

- » U.S. Court of Appeals for the Sixth Circuit
- » U.S. District Court for the Western District of Tennessee
- » U.S. District Court for the Middle District of Tennessee
- » U.S. District Court for the Eastern District of Arkansas
- » U.S. District Court for the Western District of Arkansas
- » Supreme Court of Tennessee
- » Supreme Court of Arkansas
- » Supreme Court of Kentucky
- » U.S. Court of Appeals for the Eighth Circuit
- » U.S. Court of Appeals for the Fourth Circuit

court that prevents unfair competition and awarding damages.

- » Defeated nationwide collective action allegations, limiting the case to a single plaintiff action with limited potential value.
- » Defeated threatened New York wage and hour class action by demonstrating that Plaintiff's legal theory was overruled by recent appellate decisions.
- » Prevented California lawsuit from being filed by developing and presenting incontrovertible evidence to opposing attorney that undermined factual and legal basis for the claim.
- » Defeated Indiana lawsuit and subsequent arbitration, securing a complete victory for the client at minimal cost.
- » Defeated race discrimination and retaliation lawsuit in Alabama federal district court with initial motions to dismiss based on technical points of law.
- » Prevailed in Alaska federal court in FLSA lawsuit based on initial motion to dismiss.
- » Successfully defeated FLSA collective action filed in Arkansas with an initial motion to dismiss.
- » Prevailed in FLSA lawsuit filed in Tennessee by demonstrating to Plaintiff's counsel that the claim lacked merit, securing voluntary dismissal.
- » Secured summary judgment on behalf of national retailer in Missouri federal court in lawsuit brought under the ADA, FLMA, and the Missouri Human Rights Act.
- » Defended an automotive service provider in an FLSA lawsuit alleging a nationwide collective action on behalf of more than 17,000 employees. After defeating conditional certification of the collective action, negotiated a favorable settlement for client.
- » Initiated a lawsuit in federal court to enforce a non-compete agreement and developed evidence in discovery that supported additional claims for civil conspiracy, unlawful competition, intentional interference with business relationships, and misappropriation of trade secrets. After filing an amended complaint to bring claims against eight separate defendants, negotiated a favorable settlement in the amount of \$450,000.
- » Secured a temporary restraining order and a preliminary injunction on behalf of an automobile manufacturer to prevent a former employee from utilizing or disseminating

confidential and proprietary company information.

- » Successfully defeated a discrimination lawsuit brought against a national retailer by exploiting technical defect contained in a service document, which resulted in dismissal, and plaintiff was unable to refile the lawsuit to comply with the rules because the claims had become time barred.
- » Represented a national retailer in a lawsuit alleging claims arising under Title VII, retaliation, and breach of contract, which the federal district court dismissed on summary judgment.
- » Represented a client in a multi-million dollar state court jury trial that resulted in a defense verdict.
- » Represented a client in federal discrimination lawsuit arising under the ADA and FMLA that resulted in summary judgment and ended with another favorable ruling from the Sixth Circuit Court of Appeals.
- » Defeated lawsuit brought against governmental entity for alleged sex discrimination and retaliation by filing for summary judgment.
- » Secured summary judgment on behalf of a major airline in Arkansas federal court, defeating a lawsuit alleging discrimination on the basis of race and retaliation.
- » Prevailed on summary judgment in Missouri federal court in a lawsuit claiming discrimination and retaliation under the ADA and FMLA.

## Honors & Awards

- » "500 Leading U.S. Corporate Employment Lawyers," *LawDragon* (2020-2025)
- » "Lawyer of the Year," *The Best Lawyers in America*, Memphis - Litigation - Labor & Employment (2023)
- » *The Best Lawyers in America* - Employment Law - Management, Litigation - Labor and Employment (2021-2026)
- » "Mid-South Rising Stars," *Super Lawyers* magazine (2016-2020)

## Memberships

- » MBA Labor and Employment Section Chair (2020)
- » TBA Federal Law Section, Chairman of Executive Council (2017-2018)

- » TBA Federal Law Section, Vice-Chairman of Executive Council (2016-2017)
- » TBA Federal Law Section, Executive Council Member (2015-present)
- » Federal Bar Association Mid-South Chapter, Board Member (2011-2014)
- » Federalist Society, Memphis Chapter, Vice President (2011-present)
- » American Bar Association
- » Tennessee Bar Association
- » Arkansas Bar Association
- » Kentucky Bar Association
- » Defense Research Institute

## News & Insights

- » October 28, 2025 - Six FordHarrison Partners Named to Lawdragon's 500 Leading Corporate Employment Lawyers Guide for 2026
- » August 21, 2025 - Five Tennessee-Based FordHarrison Attorneys Listed in the 2026 Best Lawyers in America and Three Listed in Ones to Watch
- » September 26, 2023 - Six FordHarrison Partners Named to Lawdragon's 500 Leading Corporate Employment Lawyers Guide
- » August 17, 2023 - Five Tennessee-Based FordHarrison Attorneys Listed in the 2024 Best Lawyers in America and Three Listed in Ones to Watch
- » August 18, 2022 - Frank Day Named 2023 Lawyer of the Year by the Best Lawyers in America

## Events

- » October 15, 2025 - Complimentary Lunch & Learn: Emerging Workplace Challenges: AI Tools and Reasonable Accommodations and Leave - Memphis, TN
- » November 13, 2024 - Laws & Lunch: Supreme Court Shake-Ups and EEOC Harassment Updates - Complimentary Lunch & Learn (Memphis, TN)
- » December 13, 2023 - 2023 Employment Law Year in Review (And a Preview of 2024) - Tennessee SHRM
- » October 27, 2023 - "What You Need to Know About the New EEOC, Supreme Court & NLRB Initiatives" Complimentary

Lunch & Learn - Memphis, TN

- » April 20, 2023 - "2023 Labor and Employment Law Update"  
Complimentary Breakfast Briefing - Memphis, TN

## Offices

- » *Memphis:*  
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