

MOLLIE K. WILDMANN

Partner / Memphis

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Mollie is known for being both relatable and available to her clients.

Mollie defends employers against a variety of claims, including discrimination, harassment, and retaliation under Title VII, the Americans with Disabilities Act, and the Family and Medical Leave Act, as well as claims brought under the Fair Labor Standards Act.

She also has a focus in the area of traditional labor law, assisting clients in a variety of matters including collective bargaining negotiations, responses to unfair labor practice charges before the National Labor Relations Board, assisting clients responding to union organizing campaigns, and preparing post-arbitration briefs.

Licensed in Tennessee and Arkansas, Mollie has a presence in both states, as well as the Mid-South area. But as an Arkansas native, Mollie prides herself on having a particular knowledge of the businesses and communities within the state. Mollie also has a nationwide presence, assisting clients from Florida to California on issues ranging from lawsuits within the federal courts to vacation and paid time off policies and practices.

While in law school, Mollie gained extensive legal experience working in private practice as a summer associate and law clerk in three different law firms. She also devoted time advising clients in a pro bono capacity as a student attorney with the University of Memphis School of Law Children's Defense Clinic and completed a judicial clerkship with the Honorable Judge Brian S. Miller of the U.S. District Court for the Eastern District of Arkansas.

Regardless of the problem or issue, Mollie will get to know clients on both a personal and professional level as she believes this helps her focus on their specific needs while working in partnership with them to obtain desired outcomes unique to the client's business goals.

Representative Experience

- » **Representative Labor Experience**
- » Lead negotiator in union collective bargaining agreement

EDUCATION

- » University of Memphis School of Law (J.D., 2018)
- » University of Arkansas at Fayetteville (B.A., 2014)

BAR ADMISSIONS

- » Tennessee
- » Arkansas

COURT ADMISSIONS

- » U.S. District Court for the Western District of Tennessee
- » U.S. District Court for the Western District of Arkansas
- » U.S. District Court for the Eastern District of Arkansas

LANGUAGES

- » German - Proficient speaking, reading, and writing

renewal.

- » Lead counsel in multiple arbitrations.
- » Participation before the NLRB in multiple union representation case (RC) hearings, including preparation of post-hearing briefs.
- » Experience handling and responding to petitions for union elections by various unions from beginning to end, including conducting supervisor training in anticipation of union election, and advising employers through the campaign, election, and bargaining processes.
- » Routinely represent Companies in responding to ULP charges on issues ranging from alleged unfair discipline, alleged surveillance, facility closures, changes in pay practices and benefits, and strike schedules.
- » Successfully negotiated settlement of complaints issued by the NLRB on a wide variety of unfair labor practice charges.
- » Defended union attempt at certification in states allowing for protections under the state constitution.
- » **Representative Employment Litigation Experience**
- » Defends nation-wide arbitration agreements and regularly serves as co-counsel in employment arbitrations.
- » Served as co-counsel and/or second chair in federal jury trials resulting in: verdict for the employer, successfully arguing motions in limine and jury instructions, conducting witness preparation, direct and cross examination.
- » Successfully represented clients in numerous mediations.
- » Obtained Summary Judgment and an award of costs for large corporate clients in countless cases.
- » **Representative Advice and Counsel Experience**
- » Assisted companies, including non-profits, in large corporate restructuring.
- » Prepared and revised countless employment, separation, and consultation agreements to meet client specific needs and ensure compliance with various federal and state laws.
- » Routinely conducts training for various clients, including Union Avoidance and Positive Employee Relations, Sexual Harassment, and “How to be HR” trainings.

Honors & Awards

- » The *Best Lawyers in America: Ones to Watch*, Litigation -

Labor and Employment and Labor and Employment Law - Management (2024-2026)

- » "Mid-South Rising Stars" *Super Lawyers Magazine* (2023-2025)

Memberships

- » Association for Women Attorneys, Board of Directors

News & Insights

- » SourceBook - Co-Editor, FordHarrison's Labor & Employment Law Sourcebook, Alternative Dispute Resolution
- » November 25, 2025 - Three FordHarrison Attorneys Named to the 2025 Mid-South Super Lawyers and Rising Stars Lists
- » August 21, 2025 - Five Tennessee-Based FordHarrison Attorneys Listed in the 2026 Best Lawyers in America and Three Listed in Ones to Watch
- » December 04, 2024 - Three FordHarrison Attorneys Named to the 2024 Mid-South Super Lawyers and Rising Stars Lists
- » June 13, 2024 - Injunctive Relief is Injunctive Relief: In a Sweeping Victory for Employers, SCOTUS Rules Standard for 10(j) Relief No Different than Any Other Preliminary Injunction

Events

- » October 15, 2025 - Complimentary Lunch & Learn: Emerging Workplace Challenges: AI Tools and Reasonable Accommodations and Leave - Memphis, TN
- » April 22, 2025 - "Avoiding Workplace Investigations Mishaps" Society for Human Resource Management - Memphis, TN
- » November 13, 2024 - Laws & Lunch: Supreme Court Shake-Ups and EEOC Harassment Updates - Complimentary Lunch & Learn (Memphis, TN)
- » March 18, 2024 - "Artificial Intelligence" West Tennessee Society for Human Resource Management - Memphis, TN
- » February 29, 2024 - "Choppy Waters - Recent NLRB Decisions Impacting Healthcare Employers" FordHarrison Executive Healthcare Labor/Employment Conference - Atlanta, GA

Offices

- » *Memphis:*

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