FORDHARRISON

PAIGE M. LYLE

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Paige Lyle is a trusted litigator and advisor who partners with businesses nationwide to navigate disputes, safeguard assets, and strengthen workplace practices.

Paige Lyle is a trial lawyer who helps businesses protect what matters most—their people, their information, and their competitive edge. A significant focus of her practice is restrictive covenant and trade secret disputes, and she has successfully prosecuted and defended high-stakes cases in courts across the country.

With substantial experience trying both bench and jury cases, Paige brings a steady hand and a practical perspective to litigation. Beyond the courtroom, she partners with clients to navigate day-to-day workplace issues, providing clear and actionable guidance that helps prevent disputes before they arise.

Paige also draws on her years of experience as a member of the plaintiff's employment bar, which gives her a unique advantage when representing employers in disputes. She knows what is happening “in the other room” and understands how the other side thinks—allowing her to anticipate challenges and guide her clients without surprises.

Clients value Paige not only for her responsiveness but for the relationships she builds. She makes it a point to connect with clients on both a professional and personal level—because strong relationships are the foundation of effective advocacy.

Paige is active in her community and the local bar. She is a 2024 graduate of the Tennessee Bar Association's Leadership Law Program and a 2023 Fellow of the Leadership Council on Legal Diversity. Outside of work, she is a devoted mom, avid reader, and enthusiastic pursuer of new hobbies.

Robust, Nationwide Practice

- **Litigation:** Paige represents companies in a wide range of matters, including discrimination, harassment, retaliation, wage and hour violations, and restrictive covenant disputes.

EDUCATION

- Mississippi College School of Law (J.D., *magna cum laude*, 2013)
- University of West Georgia (B.S., 2010)

BAR ADMISSIONS

- Georgia
- Tennessee

COURT ADMISSIONS

- U.S. Court of Appeals for the Sixth Circuit
- U.S. District Court for the Eastern District of Tennessee
- U.S. District Court for the Middle District of Tennessee
- U.S. District Court for the Western District of Tennessee
- U.S. District Court for the Northern District of Georgia
- U.S. District Court for the Middle District of Georgia
- U.S. District Court for the Southern District of Georgia

She regularly appears before federal and state courts, as well as various agencies, including the EEOC, DOL, and OSHA.

- **Day-to-Day Advice:** Paige guides employers and HR teams through every stage of the employment relationship, including leave and accommodation requests, discipline, and terminations.
- **Training:** Paige believes the best prevention for litigation is proactive education, and regularly trains management on effective leadership and appropriate conduct.
- **Investigations:** Paige conducts independent investigations into employee complaints, ensuring the right questions are asked and appropriate steps are taken. She also frequently trains employees on how to conduct investigations effectively and correctly.

Representative Experience

- Successfully resolved a whistleblower retaliation claim brought against a national skilled care nursing provider in the Western District of Missouri.
- Regularly defends employers before the Equal Employment Opportunity Commission and its state equivalents, obtaining no-cause findings or resolving high exposure claims for nominal amounts.
- Obtained partial dismissal of an age discrimination claim brought against a large higher education institution
- Has participated in multiple federal jury trials involving claims brought under the FMLA, ADA, Title VII, and the Tennessee Human Rights Act.

Honors & Awards

- *The Best Lawyers in America: Ones to Watch,* Labor and Employment Law - Management, and Litigation - Labor and Employment (2023 - 2027)
- Tennessee Bar Association, 2024 Leadership Law class member
- Leadership Council on Legal Diversity (LCLD), 2023 Fellow
- "Mid-South Rising Stars" *Super Lawyers Magazine* (2025)

Memberships

Harry Phillips American Inn of Court

News & Insights

- SourceBook - Co-Editor, FordHarrison's Labor & Employment Sourcebook, Religious Discrimination and National Origin Discrimination
- May 12, 2026 - Noncompete News: Tennessee Enacts Sweeping New Noncompete Framework
- 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
- July 09, 2024 - "After Chevron: EEOC Status Quo Will Likely Continue," Law360

Events

- 11;30 - SHRM Tennessee, "EEOC Charges: Responding, Investigating, and Navigating Recent Developments at the EEOC."
- February 18, 2026 - West Tennessee Society for Human Resource Management February 2026 Chapter Meeting - Wage & Hour: What to Know and How to Comply
- September 07, 2025 - "Conducting Workplace Investigations - An Employee Relations Experience," 2025 HR Tennessee Conference and Exposition, Nashville, TN
- March 05, 2025 - Navigating Employment Law Changes in 2025: What the New Trump Administration Means for Employers - TNSHRM Webinar
- February 27, 2024 - 2024 Employment Law Outlook: A Comprehensive Preview - Complimentary Webinar

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