FORDHARRISON



ERIN M. SHRUM

Associate / Nashville
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Erin Shrum's legal practice is focused on the counsel and representation of management clients in labor and employment law disputes.

Erin empowers employers to make legally informed decisions that best support their business. Her practice is grounded in clear communication and practical solutions that make workplace issues manageable and less overwhelming.

She represents employers in administrative proceedings before the EEOC, OSHA, and state agencies, and litigates in state and federal court on discrimination, retaliation, and noncompete matters. Erin also provides pro bono services through the local Legal Aid Society.

Before joining FordHarrison, Erin was a litigation associate at a Nashville-based firm where she defended municipal entities and employees in state and federal court. She also served as a legal aid attorney in Michigan, representing tenants in eviction proceedings.

Erin graduated magna cum laude from Michigan State University College of Law, where she interned with the U.S. Department of Labor and volunteered as a Crisis Intervention Advocate for Michigan State University's Center for Survivors.

Representative Experience

- Achieved a no-liability verdict in a federal jury trial defending a municipal entity and employee against Fourth Amendment claims.
- Defends employers before the Equal Employment Opportunity Commission and its state equivalents, obtaining no-cause findings or resolving high exposure claims for nominal amounts.
- Negotiates favorable outcomes in complex disputes, minimizing financial and reputational risks for clients.

Honors & Awards

The *Best Lawyers in America: Ones to Watch,* Litigation - Labor and Employment and Labor and Employment Law -

EDUCATION

- Michigan State University College of Law (J.D., *magna cum laude*, 2022)
- Oakland University (B.S., *cum laude*, 2018)

BAR ADMISSIONS

- Michigan
- Tennessee

COURT ADMISSIONS

- U.S. District Court for the Eastern District of Tennessee
- U.S. District Court for the Middle District of Tennessee
- U.S. Court of Appeals for the Sixth Circuit
- U.S. District Court for the Northern District of Illinois
- U.S. District Court for the Eastern District of Michigan

Management (2027)

News & Insights

- October 14, 2026 - "Iced Coffees and Interviews" EntertainHR
- July 08, 2026 - "It's Not What You Say, It's How You Say It (... But It's Also What You Say)," EntertainHR
- June 30, 2026 - Your Handbook Called . . . It Needs an Update: The Importance of Keeping Employee Handbooks Up to Date
- May 12, 2026 - Noncompete News: Tennessee Enacts Sweeping New Noncompete Framework
- April 15, 2026 - "March Madness and Non-Competes," EntertainHR

Offices

- *Nashville:*
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  Nashville, Tennessee 37201