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PRACTICE AREAS

- Commercial Litigation
- Admiralty Litigation
- Security and Crisis Management Litigation
- Employment Counseling and Training
- Employment and Labor Law
- Restrictive Covenants Litigation
- Products Liability and Mass Tort Litigation
- Trial, Insurance Defense and Coverage

ADMISSIONS

- Tennessee
- Western, Middle and Eastern United States District Courts of Tennessee
- United States District Court Eastern District Michigan
- United States District Court District Connecticut
- United States Sixth Circuit Court of Appeals

Curtis L. Bowe, III serves as Of Counsel in the Firm's Chattanooga, Tennessee office with over 20 years trial experience. He is a member of the commercial litigation, employment, trial insurance and defense coverage practice groups. Curtis' expansive litigation practice focuses on all aspects of business litigation, including claims involving breach of contract, business torts, general liability, and vendor disputes.

As part of his practice, Curtis assists management and executives throughout the United States in all areas of commercial litigation as well as employment law in issues which include: (i) Harassment and discrimination claims; (ii) Overtime and other wage and hour claims (including collective actions); (iii) Family and Medical Leave Act claims; (iv) Restrictive covenant and trade secrets claims; (v) CBA negotiations; (vi) contract drafting/negotiations; (vii) telecommunication disputes; (viii) crisis intervention and response management; (ix) admiralty and international maritime disputes (salvage claims); (x) bio-tech disputes; (xi) civil rights disputes; and (xii) regulatory matters including white collar crime. Curtis also routinely advises employers on the avoidance of employee related problems and finding creative solutions to workplace issues. He often trains, and speaks to, management, lawyers, and human resources professionals on employment issues.

Curtis has litigated a diverse array of cases in Federal and State courts, governmental agencies and arbitration tribunals for both publicly and privately held companies, of all sizes and has extensive experience negotiating complex settlements. As a former judge in a trial court of first impression, he brings both a pragmatic counselors viewpoint as well as an advocate's skill set to the resolution of conflict. Curtis is well equipped to diffuse any situation by aiding clients in suppressing litigious sympathies balanced against the negotiations, which enables him to support a results driven process suiting not only his clients' budget, but also goals.

In addition to graduating from Tennessee Bar Association's Leadership Law, Curtis was recognized by instructors and his peers as the first recipient of the Larry Wilkes Award in recognition of his leadership abilities, experience, and qualities.

REPRESENTATIVE MATTERS

- Successfully represented and defended private corporation in terminating \$100 million vendor contract
- Jury verdict in vendor dispute liability case
- Represented self-insured employer in dispute vendor regarding purchase order contract
- Employment law/litigation representative matters include:
 - Created Special Education/Exceptional Education system for private school and public schools in Tennessee. Defended educational institutions in education discrimination lawsuits under IDEA, 504 of the Rehabilitation Act, and
 - Defended university in race discrimination, ADA, FLSA, and breach of contract action; obtained highly favorable settlement with payment of de minimis amount
 - Represented corporation in wage and hour collective action; obtained highly favorable settlement
 - Defended a corporation and individual in restrictive covenants litigation (customer non-solicitation, employee non-solicitation): obtained highly favorable verdict on counterclaim with payment of attorney fees and cost as well as through aggressive discovery and creative negotiations
 - Race and Sexual harassment training of over 1200 employees for single employer

- Human resources outpost to proactively avoid disputes, conduct audits, charge responses, and resolve lawsuits.

PROFESSIONAL ACTIVITIES

- Board of Directors, Erlanger Foundation – Erlanger Medical Center
- Board of Directors Chattanooga Zoo; Member, 2018 Exhibit Planning Committee; Chair, Legal Committee
- Board of Directors Chattanooga Ballet
- Board of Directors Chattanooga Bar Association; Chair Minority Development Committee
- Adjunct Professor, University Tennessee Chattanooga
- The Howard School of Academics and Technology Mentor Program
- Ooltewah High School Assistant Football Coach
- Tennessee Bar Association Executive Council Litigation Section Member
- Tennessee Bar Association Public Education Committee Member
- Tennessee Bar Association Federal Litigation Committee Member

PUBLICATIONS AND SPEECHES

- “Applying the Rules of Civil Procedure”, NBI Seminar April 2015
- “Commencing an Action”, NBI Seminar April 2015
- “Jurisdiction and Service of Process”, NBI Seminar April 2015
- “Judgment and Final Remedies”, NBI Seminar April 2015
- “Is Federal Court the Right Court”, NBI Seminar May 2014
- “Jurisdiction, Removal, and Venue – Changes post 2011 – where to file”, NBI Seminar – May 2014
- “Voire Dire in the Eastern District Tennessee” NBI Seminar May 2014

EDUCATION

- J.D, Vanderbilt University (1994)
- B.A., Duke University (1991)