



Jennifer P. Keller

President and COO

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Jennifer P. Keller is President and Chief Operating Officer of the Firm.

Ms. Keller's main priorities as President and Chief Operating Officer are to oversee the Firm's provision of legal services to its clients, revenue growth and new business development through the Firm's Departments and Practice Groups; to ensure client satisfaction; and to ensure the overall development, advancement, engagement, and training of the Firm's attorneys and paralegals. She oversees the implementation of multiple business operations initiatives across the Firm, including the Information Technology (IT) and Marketing and Business Development departments, and works with the CEO on a daily basis to execute on a variety of strategic and tactical efforts.

Ms. Keller is a former member of the Firm's board of directors and former chair of the Firm's nationally-recognized Labor & Employment Department.

Before becoming President and COO, Ms. Keller served clients as a full-time employment litigator, defending and advising them on a wide variety of issues that included discipline and terminations, benefits issues, leave, disability accommodation, policy formulation and enforcement and similar matters. She also provided training for employers in the areas of harassment and discrimination prevention, drug-free workplace, union avoidance and other employment law issues. Ms. Keller has extensive appellate experience, including the briefing and argument of appeals before various state and federal appellate courts.

Professional Honors & Activities

- Listed in *Chambers USA: America's Leading Business Lawyers* as a leading Labor & Employment lawyer in Tennessee (2010 – 2016)
- Recognized by *Lawdragon/Human Resource Executive Magazine* as one of the "Most Powerful Employment Lawyers" (since 2017)
- Named to the *Lawdragon* 500 Leading Litigators in America (2022 – 2026)
- Named to the *Lawdragon* 100 Managing Partners You Need to Know (2026)
- Named to the *Lawdragon* 500 Leading Corporate Employment Lawyers in America (2025, 2026)
- Named to the *Lawdragon* 500 Leading Lawyers in America (2017)
- Recognized by *Lawdragon/Human Resource Executive Magazine* as one of the "Most Powerful Employment Attorneys, Up and Comers" (2011 – 2014)
- Listed in *The Best Lawyers in America*® for Labor and Employment Litigation (2008 – 2021); Workers' Compensation Law - Employers (2011 – 2023); Employment Law - Management (2011 – 2023)
- Listed in *Mid-South Super Lawyers* (2011 – 2022)
- Listed in *Mid-South Rising Stars* (2008, 2010)
- Member – Tennessee, North Carolina, Washington County and American Bar Associations
- Member – DRI
- Johnson City Chamber of Commerce Hall of Fame
- Recipient – Johnson City Pro Bono Award (2012)
- Recipient – Tennessee Bar Association Award for "Best Article Appearing in a Law Review Published by a Law School in Tennessee During the Past Two Years"
- Listed in *Marquee* magazine's "Laudable Lawyers 2006" in the area of Labor & Employment
- Named as one of *Tri Cities' Business Journals* "40 Under 40" (2004)

- President – Johnson City Evening Rotary Club (2001 – 2002)
- President – Southern Appalachian Ronald McDonald House Board of Directors (2007)
- Named to "Women Who Make a Difference" (Girl Scouts of the Appalachian Council)
- Recognized – 2013 Leader in Christian Service Honoree by Milligan College
- President – Coalition For Kids Board of Directors
- Member – East Tennessee State University Foundation Board of Directors and Roan Scholar Steering Committee
- Order of the Coif
- Managing Editor – *Tennessee Law Review*



Publications

- "Q&A with Jennifer Keller, Susan E. Rich Award Recipient," *Baker Women Newsletter* (Issue 1, 2025)
- "Baker's Dozen: Honoring Moms Everywhere," *Women's Initiative Newsletter* (May 2021)
- Featured – "How These Women Took the Reins of Their Firms," *Bloomberg BNA* (February 2015)



Speaking Engagements

- Panelist – "Your Burning HR and Employment Law Questions Answered: An Interactive Panel Session," 27th Annual Urgent Legal Issues for the Modern Business (April 2025)
- "Beyond the Breakers: Tackling the Top Legal Areas and Issues for Employers in 2025," 27th Annual Urgent Legal Issues for the Modern Business (April 2025)
- "The Art of Self Advocacy," DRI Annual Meeting (October 2021)
- "The Attorney-Client Relationship Post-Pandemic with Baker Donelson," podcast, *The National Law Review* (October 2021)
- "Let's Chat from the C-Suite," Baker Donelson Diversity Ever After Podcast (July 2021)
- "Annual Urgent Issues for Modern Employers Labor & Employment Law Seminar" (Since 1998)



Education

- University of Tennessee School of Law, J.D., 1996, with highest honors
- University of Tennessee at Knoxville, B.S., 1993, with highest honors



Admissions

- North Carolina, 1997
- Tennessee, 1996