



## Jay Inman

Shareholder

Co-Chair, Appellate Practice Group

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## Practice Areas

Appellate

Arbitration

Class Action

Healthcare

## Overview

Jay Inman provides solutions for employers of all sizes navigating today's complex business world. He pairs experience-tested, broad knowledge of labor and employment law with deep understanding of clients' businesses, challenges, and opportunities. His practice includes representing employers in administrative matters and litigation brought by individuals and government agencies, as well as advising employers on employment-related issues, policies and procedures.

Jay serves as a go-to on drafting and enforcement of arbitration agreements, investigations in the workplace, and complex and appellate litigation. As co-chair of the Appellate Practice Group, he teams with appellate colleagues to preserve and assert appellate rights for clients.

Jay has obtained favorable results for clients in federal and state courts and before administrative agencies on matters involving Title VII of the Civil Rights Act, the Americans with Disabilities Act, (and Amendments Act), Employee Polygraph Protection Act, Fair Labor Standards Act, Family and Medical Leave Act, Federal Arbitration Act, Kentucky Civil Rights Act, Kentucky Equal Opportunities Act, Kentucky Patient Safety Act, Kentucky Wage and Hour Act, and Kentucky Workers' Compensation Act, as well as common-law matters including contracts, defamation, business relations, unfair competition, and trade secrets.

Jay frequently writes for publication and gives presentations regarding appellate practice, arbitration, class actions, employment law in the healthcare and manufacturing industries, federal courts, and investigations in the workplace.

Prior to joining Littler, Jay served as a law clerk for Hon. Eugene E. Siler, Jr. of the U.S. Court of Appeals for the Sixth Circuit, and for Hon. Robert E. Wier, Magistrate Judge for the U.S. District Court for the Eastern District of Kentucky.

He also served as a judicial intern for Justice Gary Wade of the Tennessee Supreme Court during law school.

## **Professional and Community Affiliations**

- Member, American Bar Association
- Member, Kentucky Bar Association
- Member, Fayette County Bar Association
- Member, Louisville Bar Association

## **Events & Speaking Engagements**

### **Kentucky Wage & Hour Update Live Training**

Lexington, KY  
March 16, 2022

### **The Critical Importance of Arbitration Agreements for a Home Care Workforce**

December 15, 2021

### **Navigating the Triangle Web of ADA/FMLA/WC and Unemployment Compensation Issues in the Pandemic**

July 6, 2021

### **Navigating Difficult FMLA and ADA Issues in the Middle of a Pandemic**

Lexington, KY  
April 15, 2021

### **Scary Situations: Handling Sensitive Employment Challenges in a Pandemic**

October 30, 2020

### **Preventing Sexual Harassment in the Workplace and What to Do When Claims Are Made**

Lexington, KY  
May 17, 2019

### **Workplace Investigations After #MeToo**

Kentucky Chamber Annual HR Update  
May 9 & May 23, 2019

### **#MeToo Movement and Retaliation and Other Employment Law Updates**

Louisville Bar Association  
April 17, 2019

**Challenging Workplace Disability Scenarios**

Commonwealth of Kentucky Personnel Cabinet Equal Employment Opportunity, Diversity & Leadership Conference  
October 25, 2018

**Challenging Workplace Disability Scenarios**

Kentucky Society for Human Resource Management Conference (SHRM)  
August 30, 2018

**Wage and Hour Update**

Kentucky Association of Corporate Counsel (ACC)  
April 24, 2018

**A Littler and ACC-KY Event: Wage and Hour Update**

Kentucky Association of Corporate Counsel  
November 2017

**FMLA Issue Spotting: Twenty Common Missteps**

Elizabethtown Society for Human Resource Management Conference (SHRM)  
October 2017

**Religion in the Workplace**

Kentucky Society for Human Resource Management Conference (SHRM)  
August 2017

**The Ever-Evolving Workplace: Practical Strategies for Addressing Future and Current Employment Law Challenges**

Elizabethtown Society for Human Resource Management Conference (SHRM)  
November 2016

**Working on Overtime: Preparing for DOL's Changes to FLSA Overtime Regulations**

Kentucky Society for Human Resource Management Conference (SHRM)  
August 2016

**Working on Overtime: Preparing for DOL's Changes to the FLSA Overtime Regulations**

Bluegrass Society for Human Resource Management Conference (SHRM)  
August 2016

**Kentucky Chamber Presentation -Update on Legal Considerations When Conducting an In-house Investigation**

Kentucky Chamber of Commerce  
May 2016

### **Conducting Lawful and Defensible Workplace Investigations**

Kentucky Society for Human Resource Management Conference (SHRM)  
September 2015

### **Building Blocks: Update on FLSA, NLRB, Pregnancy Discrimination, FMLA and Social Media**

Bluegrass Society for Human Resource Management Conference (SHRM)  
June 2015

### **Social Media is Here to Stay: Practical Tips and Solutions**

Kentucky Society for Human Resource Management Conference (SHRM)  
September 2014

### **Social Media Best Policies and Practices**

Kentucky Bar Association  
October - November 2013

### **Update on Unemployment Insurance**

Kentucky Chamber of Commerce  
May 2013

### **Federal Court Update**

Kentucky Bar Association  
November 2011

### **Federal Court Update**

Kentucky Bar Association  
October 2010

## **Recognition**

- Named, The Best Lawyers in America® , 2020-2025
- Member, Leadership Kentucky, Class of 2020,
- Ranked, Labor & Employment *Chambers USA*, 2017-2019, 2021-2024
- Named, Top 10 Most Influential Labor & Employment Lawyers in Kentucky *Business Today*, 2023
- Named, Rising Star, Employment Law, *Super Lawyers*, 2015-2019
- Selected, Leadership Lexington , 2015
- Recipient, Susan B. Devitt National Moot Court Award for Outstanding Writing and Oral Advocacy *National Moot Court Team*
- Order of the Barristers

## **Education**

J.D., University of Tennessee, Knoxville, 2009  
Ph.D., University of Michigan - Ann Arbor, 1999

M.A., Valdosta State University, 1995

B.A., Valdosta State University, 1993

## **Bar Admissions**

Kentucky

## **Courts**

U.S. Court of Appeals, 6th Circuit

Kentucky Supreme Court

U.S. District Court, Eastern District of Kentucky

U.S. District Court, Western District of Kentucky

U.S. District Court, Western District of Michigan

## **Publications & Press**

### **Littler Ranked in 2024 Chambers USA Guide**

*Press Release*

June 6, 2024

### **Littler Recognized in 2023 Chambers USA Guide**

*Press Release*

June 6, 2023

### **2023 Outlook Is Brightest Kentucky Has Seen**

*External Publication*

January 3, 2023

### **The Move to Hybrid Work Models: Survey Insight**

*External Publication*

September 16, 2022

### **Littler Ranked in Chambers USA Guide 2022**

*Press Release*

June 1, 2022

### **Fox News Case to Test New Arbitration Law's Retroactive Reach**

*In the News*

April 14, 2022

### **Looking Ahead to 2022 in Employment Law**

*The Lane Report*

February 23, 2022

**Congress Passes Bipartisan Arbitration Limitation**

*Littler ASAP*

February 11, 2022

**The Verdict Is In: Kentucky Law Firms Say New Tech is Here to Stay**

*In the News*

February 11, 2022

**CMS Issues Broad COVID-19 Vaccine Requirements for Healthcare Employers**

*Littler ASAP*

November 4, 2021

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Press Release*

August 19, 2021

**Littler Ranked in Chambers USA Guide 2021**

*Press Release*

May 27, 2021

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Press Release*

August 20, 2020

**Kentucky's Reopening and Return to Work – Questions Remain**

*Littler ASAP*

April 30, 2020

**Kentucky Closes All Nonessential Retail Businesses**

*Littler ASAP*

March 23, 2020

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Press Release*

August 15, 2019

**Kentucky Enacts New Arbitration Law**

*Littler ASAP*

March 27, 2019

**Littler Elevates 28 Attorneys**

*Press Release*

January 2, 2019

**Kentucky Court Rejects Mandatory Employment Arbitration Agreement**

*External Publication*

October 16, 2018

**Kentucky Supreme Court Rejects Conditioning Employment on Agreement to Arbitrate**

*Littler ASAP*

October 9, 2018

**Survey Finds Employers in Kentucky, Nation Trying to Keep Up with Changing Mandates and Work Culture**

*External Publication*

August 29, 2018

**Littler Ranked in 2018 Chambers USA Guide**

*Press Release*

May 15, 2018

**Legislative Action and Inaction May Both Be Beneficial for Kentucky Employers**

*External Publication*

June 1, 2017

**Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide**

*Press Release*

May 26, 2017