

JAMES D. COCKRUM
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August 2021 – present. Lecturer, University of Louisville, College of Business, School of Accountancy – Legal Environment of Business.

LEGAL EXPERIENCE. Associate, Partner, Member - Brown, Todd & Heyburn LLC/Frost Brown Todd LLC. Louisville, Kentucky. August 1987– April 2021. Practiced in the Firm's Civil Litigation Section, with specific practice in Labor and Employment Law Practice Group.

Specific practice included advising and partnering with business clients and insurers in regulatory compliance, risk management, and liability avoidance, and representation of clients in matters pending before state and federal trial and appellate courts and administrative agencies, including National Labor Relations Board, Equal Employment Opportunity Commission, Indiana Civil Rights Commission, Kentucky Commission on Civil Rights, Indiana Department of Labor, Kentucky Labor Cabinet, United States Department of Labor, state and federal Occupational Safety and Health Administration, Office of Federal Contract Compliance Programs, Immigration and Customs Enforcement (formerly Immigration and Naturalization Service), Kentucky Department of Workers' Claims, and others.

Assisted, advised and defended business and managers in all forms of discrimination and retaliation litigation (Title VII, ADEA, ADA and corresponding state discrimination statutes), FLSA and state law wage and hour matters, ERISA and FMLA administration and litigation, workers' compensation, non-competition and proprietary information agreements, unfair labor practice proceedings, grievances, arbitrations and negotiations involving collective bargaining agreements.

Conducted mock trials, provided management and workforce training and compliance lectures for clients, Kentucky Chamber of Commerce Annual Human Resources Update seminars, Kentucky Society of Human Resources Managers annual conventions, Kentucky and Louisville Bar Associations, and other private and professional businesses and organizations.

Repeatedly selected by peers, clients and industry observers for inclusion in Best Lawyers in America®; Chambers USA® America's Leading Lawyers for Business, and Kentucky Super Lawyers®. Martindale-Hubbell® AV Rated.

PREVIOUS RELEVANT EMPLOYMENT. Assistant Director of Admissions/Admissions Counselor. Kentucky Wesleyan College. June 1980 to July 1984. Responsibilities included representing Kentucky Wesleyan College in public relations settings, assisting in the development of marketing strategies and publications, and advising prospective students and families regarding admission, scholarship, and financial aid criteria.

EDUCATION

Indiana University School of Law - Bloomington, IN 47405. J.D. awarded May 1987.

Undergraduate - **Kentucky Wesleyan College** - Owensboro, KY 42301. B.A. awarded May 1980 *cum laude*.

REFERENCES

Hon. Judge Mitch Perry
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Additional personal and professional references available upon request.