

## Kristyn L. Hardy

Associate

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## Overview

Kristyn L. Hardy's practice is devoted to civil litigation and various labor and employment law matters.

Prior to joining Littler, Kristyn practiced at a boutique civil litigation firm in Birmingham, Alabama, where she provided a broad range of labor advice to diverse clients, including but not limited to, major corporations, limited liability companies, school districts, private membership clubs and organizations, and insurance companies. In close cooperation with senior partners, Kristyn has provided counsel and advice addressing alleged violations of Title VII of the Civil Rights Act of 1964, The Age Discrimination in Employment Act of 1967, Section 1981 of the Civil Rights Act, and Section 510 of the Employee Retirement Income Security Act (ERISA). In addition, she has provided general labor advice to various companies in relation to compliance with federal and state wage and hour laws and issues arising under the California Labor Code. Kristyn has successfully conducted settlement negotiations, client interviews, fact witness investigations, and mediations for various litigation projects.

*\*Not licensed to practice law in Georgia.*

## Professional and Community Affiliations

- Member, Executive Board, Samford University, Cumberland School of Law, Alabama Lawyer's Association
- Vice-President, Samford University, Cumberland School of Law, American Constitution Society

## Recognition

- Dean's List, *Samford University, Cumberland School of Law*
- Associate Editor, Samford University, Cumberland School of Law, *Cumberland Law Review*
- Merit Scholar, *Samford University, Cumberland School of Law*
- Quarterfinalist, Parham Williams Trial Competition, *Samford University, Cumberland School of Law*

- Pupil, Judge James Edwin Horton Inn of Court , *Samford University, Cumberland School of Law*

## Education

J.D., Cumberland School of Law, Samford University, 2020

B.A., University of Alabama

## Bar Admissions

Alabama

## Courts

U.S. District Court, Northern District of Alabama

U.S. District Court, Middle District of Alabama

U.S. District Court, Southern District of Alabama

## Publications & Press

**Eleventh Circuit Survey – United States v. Williams**

*902 F.3d 1328 (11th Cir. 2018)*

## Books & Book Chapters

- Employment at Will: A State-by-State Survey, *ABA/Bloomberg Law*