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

Recognition

- Named, Lawyer of the Year, *The Best Lawyers in America*®, 2026
- Named, The Best Lawyers in America®, 2020-2027
- Member, Leadership Kentucky, Class of 2020
- Ranked, Labor & Employment, *Chambers USA*, 2017-2019, 2021-2026
- 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 Lightbulb – July 2026 Employment Appellate Roundup
Littler ASAP
August 11, 2026

Littler and Its Attorneys Recognized in 2026 Chambers USA Guide Across Key Practice Areas
Press Release
June 4, 2026

Over 250 Littler Attorneys Selected for 2026 Editions of Best Lawyers in America® and Best Lawyers: Ones To Watch® in America
Press Release
August 21, 2025

Littler and its Attorneys Recognized in 2025 Chambers USA Guide Across Key Practice Areas
Press Release
June 5, 2025

EFAA 'Election' Question Remains After 6th Circ. Ruling
Law360 Employment Authority
May 13, 2025

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
The Lane Report
January 3, 2023

The Move to Hybrid Work Models: Survey Insight
The Lane Report

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
Bloomberg Law
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
The Lane Report
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
SHRM Online
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
The Lane Report
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
HR Professionals Magazine
June 1, 2017

Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide
Press Release
May 26, 2017

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