

Jennifer L. Bame

Partner

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Industries

Manufacturing

Energy

Finance

Life Sciences

Practice Areas

Labor & Employment

Employment Discrimination & Wrongful Termination

Trade Secrets & Covenants Not to Compete

Wage & Hour

Bar Memberships

Kentucky

Florida

Jen represents employers in all manner of labor and employment matters, including federal and state litigation, appeals, and arbitrations. Jen is also a trial attorney who regularly obtains defense verdicts, dismissals, and other positive outcomes for employers. Jen has successfully defended against claims brought under Title VII of the Civil Rights Act, the Americans with Disabilities Act, the Family and Medical Leave Act, the National Labor Relations Act, the Age Discrimination in Employment Act, the Fair Labor Standards Act, the Kentucky Civil Rights Act, Kentucky wage and hour law, and other state and federal labor and employment laws. She specializes in high-stakes matters involving non-compete agreements and other restrictive covenants, with a focus on enforcement, employee departures, and the protection of confidential information and business relationships.

Jen graduated *cum laude* from Washington University School of Law in St Louis, where she was Editor-in-Chief of the *Washington University Journal of Law and Policy* and Vice President of the Women's Law Caucus. Before joining the firm, she worked as an Assistant Public Defender in Miami-Dade County where she represented indigent juveniles and adults through all stages of litigation including trial. Jen is also a published poet with a master's degree in poetry writing from Columbia University.

Jen's Relevant Experience

Successful Outcomes for Employers

Powers v. AutoZoners (2025): complete defense verdict after jury trial on age discrimination claim.

Mitchell v. Osram Sylvania (2023): complete defense verdict after jury trial on race harassment and retaliation claims.

Carter v. Union College (2023): dismissal on summary judgment of sex discrimination, retaliation, and FMLA claims.

Hughes v. UPS et al. (2023): complete defense verdict after jury trial on disability discrimination and retaliation claims.

Weafer v. Heritage Installations (2023): dismissal for failure to state a claim of wrongful discharge in violation of public policy claim.

Oller v. Central Bank (2022): dismissal on summary judgement of sex discrimination, harassment, retaliation, wrongful discharge, and breach of contract claims.

Gambrel v. Parkplace Homes (2022): dismissal of sex discrimination, hostile work environment, and unpaid commissions claims for failure to timely prosecute.

Fraternal Order of Police Lodge #4 v. Lexington-Fayette Urban County Gvt. (2021): uphold the City's right to enact an ordinance banning the use of no-knock warrants by obtaining dismissal of police union's complaint seeking to invalidate the ordinance.

Simmons v. North American Stainless (2021): dismissal on summary judgment of disability discrimination and retaliation claims.

Lee v. Trace3, et al. (2021): dismissal and compelling arbitration of breach of contract and unjust enrichment claims.

Fraternal Order of Police Lodge #83 v. Lexington-Fayette Urban County Gvt. (2020): dismissal on summary judgment of claims that City failed to bargain and violated collective bargaining agreement.

Fitness Market v. Scheller's Kentucky, et al. (2020): successfully oppose motion for temporary injunction and enforcement of non-compete agreement in favor of employer, leading to dismissal of complaint.

Wiggins v. Holley Performance Products (2019): defense judgment in favor of employer after bench trial on breach of contract claim.

In re Mike-Sell's Potato Chip Company and International Brotherhood of Teamsters (2019): dismissal of complaint alleging unfair labor practices following remand hearing and appellate briefing.

Charles v. NGT (2019): dismissal on summary judgment of age discrimination, retaliation, wrongful discharge, negligent retention, and intentional infliction of emotional distress claims.

Rose v. UPS (2019): dismissal on summary judgment of disability discrimination claim.

Johnson v. CCMA (2019): dismissal on summary judgment of sex discrimination claim.

Layman v. UPS (2019): dismissal on summary judgment of disability discrimination, sex discrimination, false light, and defamation claims.

McCoy v. Cambridge Franchise Holdings (2019): dismissal and compelling arbitration of discrimination, wrongful discharge, and wage and hour claims.

Wardlaw v. Autozone (2018): dismissal of retaliation and harassment claims for failure to timely prosecute.

Mullen v. Houston-Johnson (2018): dismissal on summary judgment of breach of contract and unpaid commissions claim.

Morton v. UPS (2018): dismissal on summary judgment of retaliation claim.

Crosby v. Ananda (2018): successfully oppose motion for temporary injunction and enforcement of non-compete agreement in favor of employer, leading to dismissal of complaint.

Vaughn v. Woodforest National Bank (2018): dismissal of wrongful termination in violation of public policy claim for failure to timely prosecute.

Rawls v. UPS (2018): dismissal of wrongful termination in violation of public policy claim for failure to timely prosecute.

Newell v. Ready Mix (2017): obtain preliminary injunction and enforcement of non-compete agreement in favor of employer.

Morcus v. Medicopy (2017): dismissal on summary judgment of fraud, tortious interference, negligent hiring, forgery, and consumer protection claims.

Other Info About Jen

Education

Washington University School of Law, J.D., 2014, *cum laude*

Columbia University, M.F.A., Poetry Writing, 2009

University of Florida, B.A., English, B.A., Sociology, 2006

Clerkships

Honorable Thomas H. Fulton, Chief Judge, U.S. Bankruptcy Court, Western District of Kentucky

Courts

U.S. Court of Appeals for the Sixth Circuit

U.S. District Court for the Eastern District of Kentucky

U.S. District Court for the Western District of Kentucky

U.S. District Court for the Southern District of Indiana

U.S. District Court for the Middle District of Florida

Recognition

The Best Lawyers in America® – Litigation – Labor and Employment, 2027; Employment Law – Management, 2027

BTI Client Service All-Star, 2025

Chambers USA, "Up and Coming," Labor and Employment 2025-2026

The Best Lawyers in America: Ones to Watch®, Litigation – Labor and Employment, 2023-2026; Labor and Employment Law – Management, 2024-2026

Selected for inclusion in *Kentucky Rising Stars® 2023-2024*

Scholar-in-Law Award, 2011-2014

Don Carter-Earl Tedrow Memorial Award, selected by the law school senior class as the exemplification of the aims of all those entering the profession of law, 2014

Mary Collier Hitchcock Prize for outstanding writing, 2014

Equal Justice Works Award for public service, 2014

Dean's Service Award for public service, 2014

CALI Award for Mediation, 2013

Tamanaha-Honorata Public Interest Award, 2013

Award for Excellence in Oral Advocacy, 2012

Civic Activities

Graduate, Focus Louisville, May 2019

Member, Friends of the Louisville Zoo Board, 2016 – 2022

Member, Coalition for the Homeless Associate Board, 2018 – 2022

Founding Member, Future Advocates in Training, St. Louis, MO., 2011 – 2014

Presentations

February 5, 2020: National Business Institute: Guide to Human Resource Laws in the Workplace: Workplace Behavioral Issues: Appropriately Handling Thorny Situations and Workplace Privacy and Employee Monitoring

December 4, 2019: FMLA Master Class: FMLA/ADA/Workers' Comp Overlap

November 14, 2019: Madisonville, KYSHRM: Labor and Employment Law Update

November 13, 2019: Webinar: 2019 FMLA/ADA Cases That Make You Say "Hmmm?"

November 15, 2018: National Business Institute: Human Resource Law from A to Z: Employment Law Update and Imperative

Information That Every Employee Handbook Should Contain

November 6, 2018: FMLA Master Class: Mastering FMLA Fundamentals

July 24, 2018: Business Leaders and Bagels: Conducting Effective Workplace Investigations

February 13, 2018: National Business Institute: Guide to Human Resource Laws in the Workplace: Workplace Behavioral Issues: Appropriately Handling Thorny Situations and Workplace Privacy and Employee Monitoring

May 23, 2017: FMLA Master Class: Managing Serious Health Conditions and Medical Certification

April 10, 2017: Back by Popular Demand! Balancing Your FMLA, ADA and Workers' Compensation Legal Obligations

March 14, 2017: 14th Annual Kentucky Workers' Compensation Conference: Handling Absences while Maintaining Productivity: The FMLA, ADA, and Workers' Compensation Conundrum

March 7, 2017: Labor and Employment Seminar: The Future of Labor Law Under A New NLRB

January 18, 2017: Kentucky Chamber of Commerce's Remaining Union-Free Seminar

November 18, 2016: KYSHRM Leadership Conference: The Future of Right to Work in Kentucky

Major Publications

Paper, *The Hardship of Undue Hardship: Discharging Student Loans in Bankruptcy in the Fifth, Sixth and Eighth Circuits*, 22d Annual Mid-South Conference on Bankruptcy Law, Feb. 5, 2016.

Note. *For Those Who Do Not Speak: Protecting Class Arbitration as the Last Collective-Action Option for Women*, 46 WASH. U. J. L. & POL'Y 245 (2015).

Featured Articles

Texas Court Pulls the Plug on FTC's Non-Compete Ban: Rule Set Aside Nationwide

Federal Courts Divided over FTC's Non-Compete Ban Final Rule

FTC Non-Compete Ban on Life Support

Does the FTC Non-Compete Rule Apply to Your Multifamily Housing Business?

FTC Final Rule Banning Non-Compete Agreements Appears Far from Final

DOL implements new rule interpreting and limiting joint employer status

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