



Jay E. Ingle

Member

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Jay E. Ingle is a Member in the Firm's Lexington, Kentucky office, focusing primarily on commercial litigation, equine law, labor & employment, and health law. Jay also regularly advises clients on various governmental, legislative, and regulatory matters. In recent years, he has expanded his practice to help lead the Firm's efforts in Kentucky related to public-private partnerships and economic development. He is a member of the Firm's Executive Committee and the Commercial Litigation Practice Group Leader.

For Jay, practicing law allows him to experience multiple careers in the span of one. Every new case or project demands he learn the ins and outs of his clients' businesses. From bariatric surgery to pari-mutuel wagering systems, corporate finance to coal mining, Jay has learned them all in order to represent his clients effectively. He has no hesitation in doing whatever it takes to truly understand his clients' business, whether it be something perceived as fun like visiting a horse farm or racetrack or something not as glamorous like going underground in an abandoned mine.

Jay is a true people person. He is most at home when he is meeting with clients in order to help them solve their problems or grow their businesses. This extends into his personal life, where he is actively involved in his local community. He has worked with Commerce Lexington and serves on its Public Policy Council, as well as the Kentucky Chamber of Commerce, formerly chairing the Competitiveness Policy Council and currently serving on the Diversity, Equity, & Inclusion Task Force. Jay has also served on the boards of the Saint Joseph Hospital Foundation and the YMCA of Central Kentucky, where he also chaired the Board of the High Street YMCA. Previously, Jay served as President of the New Opportunity School for Women and on the board of Ashland Terrace, a non-profit retirement home. Most recently, Jay has begun serving as an Adjunct Professor at his alma mater, teaching Equine Law at the University of Kentucky College of Law.

Don't let all this civic involvement fool you though – Jay is every bit the litigator and likes to win. His father was the public-address announcer for University of Kentucky basketball and football for more than 20 years, so competition is in his blood.

Awards

- Martindale-Hubbell AV Preeminent
- Lexington Young Professionals Association Rising Star (2009)

Notable Legal Experience

Commercial Matters

Represented clients in state and federal courts in cases involving:

- Commercial fraud
- Breaches of fiduciary duties
- Restrictive covenants
- Misappropriation of trade secrets and corporate opportunities
- Contractual disputes

Represented clients in commercial and business matters involving:

- Public-private partnerships
- Complex commercial contracts
- Regulatory and compliance
- Licensing
- State administrative proceedings

Equine Actions

Represented racetracks, horse farms, owners, and trade associations relating to various breeds, including thoroughbred, standardbred, quarter horse, and saddlebred horses

Provided legal services related to:

- Gaming
- Licensing issues
- Legislative and regulatory initiatives
- Operational issues for farms and racetracks
- Wage and hour audits
- Syndicate agreements
- Contractual disputes both in and outside of litigation

Employment Actions

Helped businesses of all sizes with a wide range of employment issues, including:

- Policies and handbooks
- Employee discipline and discharge
- Civil rights investigations and litigation
- Retaliation and wrongful discharge claims
- FMLA
- ADA
- Drug and alcohol testing
- Employee monitoring and privacy questions
- Employment and non-compete agreements
- Wage and hour issues
- Department of Labor audits
- Wrongful termination, discrimination, harassment, and retaliation lawsuits

Health Care Actions

Represented hospitals and physicians in operational issues, regulatory compliance, and litigation

Defended hospitals and physicians in all stages of litigation, including jury trials

Provided legal advice related to:

- Reimbursement issues, including False Claims Act claims
- Regulatory compliance
- HIPAA and HITECH
- OIG investigations

- Medical staff bylaws, policies, and practices
- Provider agreements
- Peer review
- Licensure board proceedings
- Disciplinary matters

Work History

- Jackson Kelly PLLC (1997-Present)

Practices

- Appellate
- Class Action & Complex Litigation
- Commercial Litigation
- Economic Development
- Health Care Litigation
- Health Care Regulatory
- Labor & Employment
- Litigation
- Medical Malpractice
- Public-Private Partnerships

Industries

- Construction
- Equine
- Financial Services
- Health Care

Education

- University of Kentucky College of Law (J.D., 1997)
- University of Kentucky, Martin School of Public Policy and Administration (M.P.A., 1997)
- University of Kentucky (B.A. in Philosophy and Political Science, 1993)

Admissions

- Kentucky (1997)
- U.S. Court of Appeals, Sixth Circuit (2001)
- U.S. District Court, Eastern District of Kentucky (1998)
- U.S. District Court, Western District of Kentucky (1998)
- U.S. District Court, Western District of Texas (2016)

Professional Organizations

- Kentucky Bar Association, Member, Equine Law Section, Health Care Law Section, Labor & Employment Section
- Fayette County Bar Association, Member
- Bluegrass Society for Human Resource Management, Member
- Fayette County Bar Foundation, Board of Directors (2011-2017)
- Commerce Lexington, Public Policy Council (2004-Present)

- Kentucky Chamber of Commerce, P3 Workgroup (2017-Present)
- P3 Kentucky Roundtable (2017-Present)
- Kentucky Chamber of Commerce Competitiveness Policy Council, Member (2021-Present), Chair (2021-2023)
- Kentucky Chamber of Commerce Diversity, Equity, & Inclusion Task Force (2023-Present)

Speaking Engagements & Publications

Speaking Engagements

- Moderator and Panelist, "Diversity in Horse Racing: Past, Present, and Future," Black Sports Business Symposium, Atlanta, Georgia (April 13-15, 2023)
- Panelist, "COVID-19 and Liability: Considerations for Business," Kentucky Chamber of Commerce Webinar (May 19, 2021)
- Panelist, "Success Stories of Historic Horse Racing," International Masters of Gaming Law (IMGL) Webinar Series (July 2, 2020)
- Panelist, "Addressing COVID-19 Legal Liability Risks for Employers," Kentucky Chamber of Commerce, Restart Kentucky A Responsible Plan for Returning to Work Webinar Series (May 5, 2020)
- Panelist, "Public-Private Partnerships," Kentucky Society of Professional Engineers Conference (March 2018)
- Panelist, "Kentucky Equine Taxation and Legislative Update," 2017 KEEP Equine Industry Conference (Oct. 16, 2017)
- Panelist, "From Insight to Action: A Case Study of Madison County's 'Healing Center' P3," Governor's Local Issues Conference (Aug. 24, 2017)
- Panelist, "P3 Kentucky: It's About the Possibilities," Kentucky Association for Economic Development Spring Conference (April 20, 2017)
- Presenter, "Workplace Bullying and Harassment: Should I Be Concerned?," Kentucky Society for Human Resource Management 31st Annual Conference, Louisville, Kentucky (Sept. 25, 2015)
- Presenter, "Workplace Harassment - What Supervisors MUST Know," Bluegrass Workforce Investment Board Workforce Summit (2013)
- Presenter, "Presentation of Evidence," and "Settlement Strategies in Complex Medical Malpractice Cases," National Business Institute's Tackling Advanced Medical Malpractice Issues Seminar (2012)
- Presenter, "The Law of Employee Background Checks," The University of Kentucky's 12th Biennial Employment Law Institute (2010)
- Presenter, "Wrongful Discharge and Kentucky's Employment-At-Will Doctrine," The University of Kentucky's 11th Biennial Employment Law Institute (2008)
- Presenter, "General Principles of Contract Drafting," Understanding and Complying with the Ever-Changing Employment and Labor Laws Seminar (2008)
- Presenter, "Minimum Wage and Overtime Requirements," Payroll Management Seminar, Kentucky (2001)

Writings and Publications

- "Kentucky's P3 Law: What You Need to Know," P3KY
- "The Changing Face of Workplace (Mis)Behavior," *Kentucky SHRM magazine* (pp. 24-25), Fall 2015
- Chapter Co-author, "Overview of Federal and State Constitutional & Statutory Provisions Affecting Employment in Kentucky," UK/CLE's *Employment Law in Kentucky Practice Handbook, 4th ed.* (2013)
- "Shareholder Litigation," Kentucky Corporation Law, 3d Ed. (2018)
- "Developing Effective and Understandable Employment Contracts," Negotiating and Drafting Employment Agreements (2008)
- "Vacancies, Special Elections, Removal and Ouster: State and County Officials," Election Law in Kentucky (1995)

Community

- University of Kentucky, J. David Rosenburg College of Law, Adjunct Professor, Equine Law (2023-present)

- Northside Improvement Corporation, Board of Directors (2016-Present)
- High Street YMCA, Board of Directors (2014-2019); Chair (2018-2019)
- YMCA of Central Kentucky, Board of Directors (2018-2023); Chair of Annual Giving Campaign (2021-2022)
- Breeders Cup Host Committee (2015)
- Saint Joseph Hospital Foundation, Board of Directors (2014-2020); Secretary, (2017-2018); Vice-President (2019-2020)
- Northside Neighborhood Association, Board of Directors (2013-2019)
- Ashland Terrace, Board of Directors (2007-2013)
- Saint Joseph Hospital Foundation, Golf Tournament Committee (2004-Present); Chair (2017-Present)
- New Opportunity School for Women, Board of Directors (2006-2012); President (2009-2010)
- Bluegrass Domestic Violence Program, 100 Good Guys Fundraising Effort (2006)
- Leadership Lexington, Graduate (2001-2002); Steering Committee (2002-2005)