



Amy J. Adolay

Partner

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Amy Adolay focuses her practice on employment law counseling and litigation and school law. Ms. Adolay serves as the Chair of the firm's Labor and Employment Practice Group. She counsels employers on complex human resources issues that arise on a daily basis in the workplace and defends employers before administrative agencies and in state and federal courts. Ms. Adolay handles a wide variety of types of claims, including discrimination, harassment, retaliation, family and medical leave, disabilities, unemployment compensation, wage and hour, and restrictive covenants. Ms. Adolay also routinely reviews, revises, and drafts employment related documents such as employee handbooks, employment policies and procedures, employment agreements, severance and retention agreements, and non-compete and non-solicitation agreements. Ms. Adolay's extensive employment law experience has included representing employers in collective actions and litigating complex claims relating to discrimination, restrictive covenants, and various other employment and contract disputes. She also regularly speaks and writes on important changes facing employers in employment law.

Ms. Adolay's school law experience includes advising administrators and school corporations on various issues relating to staff, students, and parent/guardian issues. Ms. Adolay has also assisted sororities and fraternities in navigating a wide range of legal issues.

PRACTICE AND INDUSTRY TEAMS

- Education and School Law
- Fraternities and Sororities
- Health Care Litigation
- Higher Education
- In-House Counsel Services
- K-12 Education
- Labor and Employment
- Litigation

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- Long-Term Care Providers
- Mergers and Acquisitions - Health Care
- On-Site Employee Health Clinics
- Physicians and Physician Groups
- Sports

REPRESENTATIVE EXPERIENCE

- Created and assisted in implementation of early retirement program for large manufacturing company
- Successfully represented national retailer in enforcement of employee handbook wage provisions
- Obtained summary judgment for employer in high-profile executive race and sex discrimination case
- Enforced noncompete against individual in health care industry who was soliciting business in her former sales territory
- Renegotiated high-dollar severance agreements with former management employees based on after-acquired evidence of breaches of employment agreements
- Assisted company with lawful means of carrying out furloughs, reductions in force, and salary reductions in order to keep business afloat despite threatening economic forces
- Achieved favorable non-monetary settlements in two discrimination charges in which administrative agency was prepared to find employer in violation of law

EDUCATION

- Indiana University Robert H. McKinney School of Law, Indianapolis, Indiana (J.D., *cum laude*, 2001)
- Miami University, Oxford, Ohio (B.A. in Political Science, 1998)

BAR & COURT ADMISSIONS

- Indiana, 2001
- U.S. District Court for the Northern District of Indiana, 2001
- U.S. District Court for the Southern District of Indiana, 2001
- 7th Circuit Court of Appeals, 2001

PROFESSIONAL ASSOCIATIONS

- Indiana Breast Cancer Awareness Trust (Former Board Member and Secretary)
- Hamilton Centers Youth Services Bureau (Former Board Member)
- Neighborhood Christian Legal Clinic (Volunteer Pro Bono Services)

AWARDS AND RECOGNITIONS

- Indiana Super Lawyers Rising Stars (2011, 2012, 2014, 2016)

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- Graduate, Hamilton County Leadership Academy (2006)

SEMINARS AND PRESENTATIONS

- "Legal Guidance on Developing a Drug-Free Workplace" (Indiana Workforce Recovery - Wellness Council of Indiana, 2019)
- "Top 16 Employment Law Trends in 2016" (2016)
- "Sensitivity in Healthcare: Preventing Patient Discrimination Claims" (2016)
- "Employment Law Update" (2015)
- "Leaves as Reasonable Accommodations" (2015)
- "Sexual Discrimination Issues" (2012)
- "Social Media and Public Employers" (2011)
- "FLSA & Public Sector Employers" (2011)
- "Essentials of Record Retention and Legal Holds" (2009)
- "Terminations and Layoffs - Avoiding Liability" (2009)
- "Unemployment Compensation Update for Non-Profit CFO's" (2008)
- "Employment Law Update for Health Care Clients" (2008)
- "Updates to the Fair Labor Standards Act" (2004)
- Harassment, Diversity and Sensitivity Training (various clients and dates)

PUBLICATIONS

- [Co-Author, "Court Finds Restrictive Covenant Unenforceable Against Hospital-Based CRNAs", Krieg DeVault Health Care Newsletter \(June 2018\)](#)

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