



**Kate E. Trinkle**  
**Associate**

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Kate Trinkle is an Associate in the firm's Labor and Employment Practice Group. Ms. Trinkle devotes her practice to defending employers of all sizes against employment-related claims. Ms. Trinkle advises clients on complex human resource issues that arise on a daily basis in the workplace, assists employers in employment disputes, and conducts harassment and management training sessions.

Ms. Trinkle also works with the firm's clients across diverse industries to draft and revise employment related documents, including employment agreements, independent contractor agreements, professional services agreements, severance agreements, employee handbook policies, and non-compete and non-solicitation agreements. In addition to her employment law practice, Ms. Trinkle also works with the firm's Litigation Practice Group on a variety of complex litigation matters.

Prior to joining Krieg DeVault, Ms. Trinkle gained professional experience as a quality and regulatory specialist for a healthcare technology management company in Indianapolis. Ms. Trinkle began her legal career with Krieg DeVault as a Summer Associate where she gained extensive experience assisting the firm's attorneys and clients with various employment and business needs.

**PRACTICE AND INDUSTRY TEAMS**

- Labor and Employment
- Litigation & Dispute Resolution

**EDUCATION**

- Indiana University Robert H. McKinney School of Law, Indianapolis, Indiana (J.D., *cum laude*, 2019)
  - Student Ambassador
  - Dean's Tutorial Society



- Evening Student Union (President, 2017-2018)
- Graduate Certificate in Corporate and Commercial Law
- Butler University, Indianapolis, Indiana (B.A. in International Studies and Spanish, *cum laude*, 2014)

#### BAR & COURT ADMISSIONS

- Indiana, 2020
- U.S. District Court for the Northern District of Indiana, 2020
- U.S. District Court for the Southern District of Indiana, 2020

#### PROFESSIONAL ASSOCIATIONS

- American Bar Association (Member)
- Indiana State Bar Association (Member)
- Indianapolis Bar Association (Member)
- Society for Human Resources and Management (Member)
- Indiana University Robert H. McKinney School of Law (Alumni Student Ambassador)

#### PUBLICATIONS

- Co-Author, [Workplace Safety and COVID-19: OSHA's Interim Enforcement Guidance and What It Means for Employers](#) - April 28, 2020
- Co-Author, [Practically Speaking: A Series of Practical Tips for Employers in Navigating COVID-19](#) - April 22, 2020
- Co-Author, [Developing Leave Policies to Keep Up with the FFCRA](#) - April 17, 2020
- Co-Author, [Understanding when a "Qualifying Need" for Paid Leave arises under the Families First Coronavirus Response Act](#) - April 13, 2020
- Co-Author, [Q & A on Directors & Officers Insurance: Coverage for Liability due to COVID-19](#), April 6, 2020
- Co-Author, [You have been WARNed. Complying with the Worker Adjustment and Retraining Notification Act for COVID-19 Shutdowns](#) - April 3, 2020
- Co-Author, [Employment Law Bulletin - Department of Labor Continues to Provide Additional Information on Paid Leave Requirements Under the Families First Coronavirus Response Act](#) - March 30, 2020
- Co-Author, [Employment Law Bulletin – Department of Labor Publishes Additional Information on Paid Leave Requirements under the Families First Coronavirus Response Act](#) - March 26, 2020
- Co-Author, [The Families First Coronavirus Response Act: Q & A for Employers](#) - March 20, 2020
- Co-Author, [Proposed Federal Law to Offer Paid Sick Leave Due to Coronavirus: H.R. 6201, Families First Coronavirus Response Act](#) - March 17, 2020
- Co-Author, [Navigating the ADA and FMLA in Combatting Coronavirus](#)
- [Planning Considerations for Employers to Consider in Response to Coronavirus](#) - March 12, 2020

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- Co-Author, [Indiana Blue Pencil Doctrine is More of a Blue Pen Doctrine as it Permits Courts to Strike Through but not Erase Unenforceable Provisions in Restrictive Covenants](#) - January 2, 2020
- Co-Author, [Illinois Expands Equal Pay Act Provisions and Prohibits Employers from Asking Applicants' Wage and Salary History](#) - January 2, 2020
- Co-Author, [Illinois Responds to the #MeToo Movement with New Sexual Harassment Legislation](#) - January 2, 2020
- Co-Author, [Employers Gain By Noting Discipline Problems As They Occur](#) - January 2, 2020
- Co-Author, [FMLA Covers an Employee's Attendance for CSE/IEP School Meetings](#) - January 2, 2020
- Co-Author, [Seventh Circuit Weighs Whether Obesity Is A Disability Under The ADA](#) - January 2, 2020
- Co-Author, [Citgo Petroleum Will Pay Applicant \\$162,500 to Settle EEOC ADA Discrimination Suit](#) - January 2, 2020
- Co-Author, [A Flexible Interactive Process Decides the Appropriate Accommodation](#) - January 2, 2020

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