



## Virginia A. Talley

Associate

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Virginia Talley focuses her practice in the areas of employment law, corporate law, and data privacy and security law. Ms. Talley assists clients in a variety of employment matters, including reviewing and developing workplace policies, drafting and negotiating agreements, ensuring compliance with relevant employment laws, and conducting independent investigations. In her business practice, Ms. Talley supports clients in corporate and transactional matters, including mergers and acquisitions, corporate governance and compliance issues, and entity formation and organization. Ms. Talley also assists clients with data privacy and security matters, including drafting data sharing agreements, evaluating and ensuring compliance with ever-changing data privacy laws, and conducting risk assessments for entities subject to applicable data privacy laws.

Prior to joining Krieg DeVault, Ms. Talley served as a compliance analyst for data privacy matters and national accreditation programs for domestic and international companies. Ms. Talley also served as a small business advisor and advocate, during which she assisted business owners with formation and organization, employment and immigration matters, regulatory compliance issues, administrative appeals, and general business and marketing strategies.

### Education

- J.D. in Legal Studies, *cum laude*, Indiana University Robert H. McKinney School of Law, Indianapolis, Indiana, 2020
  - Indiana International and Comparative Law Review, Executive Managing Editor
  - Phi Delta Phi, Legal Honor Society
  - Dean's Tutorial Society
- B.A., Political Science and Sociology, Indiana University, Bloomington, Indiana, 2016

### 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)

### Practices

- Labor and Employment
- Business Services
- Mergers and Acquisitions
- Securities
- Privately and Closely-Held Businesses
- Data Privacy and Cybersecurity
- Artificial Intelligence (AI)
- Internal and Government Investigations

## Industries

- Financial Services

## Professional Associations

- American Bar Association - Law Practice Division, Member
- American Bar Association - Business Law, Member
- Indiana State Bar Association, Member
- Indianapolis Bar Association, Member

## Seminars & Presentations

- Co-Presenter, "Anatomy of a Cybersecurity Incident: Practical Tips and Legal Considerations," Association of Corporate Counsel's Small Law Department Legal Update, July 14, 2022

## Publications

- Co-Author, "DOL Releases Final Rule Raising Salary and Compensation Thresholds for Overtime Exemptions", April 25, 2024
- Co-Author, "Executive Order on Artificial Intelligence and its Implications for Employers," December 7, 2023
- Co-Author, "SCOTUS Raises the Bar for Employers in Denying Religious Accommodations," August 21, 2023
- Co-Author, "SCOTUS raises the bar from denying religious accommodations," The Indiana Lawyer, August 16, 2023
- Co-Author, "When Must Employers Publicize Salary Information?" July 27, 2023
- Co-Author, "Watch Out: Consumer Financial Protection Bureau Keeping an Eye on Workplace Surveillance Technology," July 26, 2023
- Co-Author, "NLRB Memo Clarifies the Implications of McLaren Macomb and Whether Employers' Severance Agreements Violate Employees' NLRA Rights," June 1, 2023
- Co-Author, "Hush Money? Standard Severance Agreement Provisions May Violate Employees' NLRA Rights," March 1, 2023
- Co-Author, "Evolving State Marijuana Laws May Impact Employer Hiring Procedures and Drug Testing Policies," February 28, 2023
- Co-Author, "Time for a Breakroom Makeover: EEOC Releases New "Know Your Rights" Poster," October 21, 2022
- Co-Author, "Three Minute Update - Protecting Your Business: Confidentiality Agreements," August 23, 2022
- Co-Author, "Three Minute Update - Day in the Life of a Business: Consulting Agreements and Intellectual Property Considerations," March 2, 2022

- Co-Author, "CMS Issues Supplemental Guidance on Interim Final Rule on Vaccination for States Impacted by Recent Supreme Court Ruling," January 20, 2022
- Co-Author, "OSHA Withdraws Healthcare Emergency Temporary Standard, Recordkeeping Obligations Remain in Place," December 29, 2021
- Co-Author, "EEOC Issues New Guidance on Religious Objections to the COVID-19 Vaccines," October 28, 2021
- Co-Author, "Vaccine Verdict: 7th Circuit Declares Indiana University's Vaccine Mandate Constitutional," August 6, 2021
- Co-Author, "Time for a Check Up: HIPAA Privacy Rule Modified for the First Time Since 2013," March 23, 2021
- Co-Author, "Indiana Supreme Court Affirms Freedom of Contract Principles in Closely Held Company Valuation Case: Choose Your Words Carefully," February 2, 2021
- Co-Author, "Corporate Transparency Act: New Obligations to Disclose Beneficial Ownership in Private Companies," January 12, 2021
- Co-Author, "Key Considerations for Employers as Additional States Legalize Marijuana," December 18, 2020
- Co-Author, "Speak Now or Forever Hold Your Peace: HHS Proposes Modifications to the HIPAA Privacy Rule," December 11, 2020
- Co-Author, "Unpacking Schrems II: The Demise of the EU-U.S. Privacy Shield," October 20, 2020
- Author, "Major Flaws in Minor Laws: Improving Data Privacy Rights and Protections for Children Under the GDPR," 30 Indiana Int'l & Comp. L. Rev. 127, 2019

### Certifications

- Legal Lean Sigma® White Belt