



Donna King Perry

Partner
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Donna focuses her practice in the areas of labor, employment and general litigation. Her practice includes all aspects of pre-litigation investigation, evidence and witness preparation, trial and appellate work, and responding and participating in agency investigations, including the Departments of Labor and Civil Rights, Equal Employment Opportunity Commission and Kentucky Commission on Human Rights. In 2016 and 2017, Donna had three jury trials, each ending in a defense verdict. She has arbitrated dozens of union matters and presented cases before the National Labor Relations Board. She represents boards of directors and their officers, provides counsel, coaching to executives and assists organizations with business strategies and growth plans. Donna provides training to management, supervisory and human resources personnel and is a regular speaker at continuing legal education seminars. Her clients include large and small for-profit and not-for-profit businesses, public utilities, health care organizations, colleges and universities.

She is also a trained and experienced mediator, and has completed extensive mediation training with Duke University and the University of Kentucky. Donna has served as a mediator in a variety of matters including employment, commercial and business disputes. She has also participated in mediation as counsel for litigants in more than 100 cases in both state and federal courts. This experience enhances her ability to mediate matters to a successful resolution.

Donna is a member of the firm's Board of Directors. Earlier in her career, she had the distinction of serving as the managing partner for Woodward, Hobson & Fulton L.L.P., which made her the first female managing partner of a major law firm in Kentucky.

Services

- Employment
- Labor
- Affirmative Action Plans/OFCCP Compliance
- Employment Discrimination Litigation
- Wage/Hour Law

- Wrongful Discharge
- Labor Arbitrations
- Collective Bargaining Negotiations
- NLRB Issues
- Strike Preparation/Litigation
- Workplace Safety
- Audits, Counseling & Training
- Education Industry
- ADR Center

Education

- Brandeis School of Law at the University of Louisville (J.D., 1989)
- University of Texas at Austin (B.A., *summa cum laude*, 1986)
- Georgetown College (B.S., *magna cum laude*, 1981)

Bar Admissions

- Kentucky

Court Admissions

- U.S. Court of Appeals for the Sixth Circuit
- U.S. Court of Appeals for the Seventh Circuit
- U.S. District Court for the Middle District of Tennessee
- U.S. District Court for the Eastern District of Kentucky
- U.S. District Court for the Western District of Kentucky

Affiliations/Memberships

- Kentucky Bar Association
- Louisville Bar Association
- American Bar Association
- Louisville Bar Foundation
- Louis D. Brandeis American Inns of Court
- Jefferson County Women Lawyers Association
- Leadership Louisville, Class of 2005
- Actors Theatre of Louisville, Advisory Board member
- Louisville Bar Foundation, board member

- Young Professionals Association of Louisville, Advisory Board
- Louisville Society for Human Resource Managers, legal adviser to board
- University of Kentucky's Institute for Workplace Innovation, Advisory Board

Distinctions

- Peer Review Rated AV in *Martindale-Hubbell*
- *Martindale-Hubbell* Bar Register of Preeminent Women Lawyers (2014)
- *Best Lawyers*®
 - "Lawyer of the Year" for Litigation - Labor and Employment (2020, 2024)
 - Arbitration (2022-2024)
 - Labor Law - Management (2022-2024)
 - Employment Law - Management (2022-2024)
 - Litigation - Labor and Employment (2022-2024)
- Kentucky *Super Lawyers*®
 - For employment & Labor (2021)
- *Chambers USA*®: *America's Leading Lawyers for Business*, Labor & Employment
- Honoree by Girl Scouts of Kentuckiana (2007)
- Business Woman of the Year (2006)
- University of Louisville Distinguished Alumni (2006)
- "Top Lawyers" by *Louisville Magazine* (2013, 2016)
- Mentor of the Year from Dinsmore (2018)

Experience

Successful Defense of Client in Age Discrimination Suit and Appeal

We represented a nonprofit organization that provides residential, treatment and community-based services to vulnerable children in Kentucky Jefferson Circuit Court and the Commonwealth of Kentucky Court of Appeal in a lawsuit brought by a former employee alleging age discrimination, failure to accommodate and retaliation. We filed a motion for summary judgment in Jefferson Circuit Court seeking complete dismissal of the plaintiff's lawsuit. Jefferson Circuit Court agreed with the arguments asserted in our motion for summary judgment and dismissed the lawsuit entirely.

After the plaintiff appealed the circuit court's decision, the Commonwealth of Kentucky Court of Appeals affirmed the Jefferson Circuit Court's decision to grant summary judgment in favor of our client. This case was particularly significant as it provided clarity for what constitutes a disability under Kentucky law. The case is set to be published in the near future.

Publications

March 26, 2019

ADR Agreements Acceptable Condition of Employment Under Kentucky Statutory Amendment