



Ashley Owens Hopkins

Title: Member

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Ashley Hopkins is an experienced litigator and counselor on employment law issues, in addition to years of practice in tort and insurance defense. She has trial experience in employment cases involving discrimination and retaliation under several federal statutes, including the ADA, FMLA and FLSA. In addition, she frequently counsels clients on non-compete and non-solicitation agreements, employee handbooks and other day-to-day employment issues.

## CAPABILITIES

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### Practice Areas

- Business Litigation
- Employment Law
- Employment Litigation
- Environmental Litigation
- Insurance Coverage, Bad Faith & Regulatory Litigation
- Litigation & Appeals
- Product Liability Litigation

## RECENT ASSIGNMENTS

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- Completed wage and hour audit of Kentucky facilities for an international client.
- Conducted in-depth investigation into corporate culture and race issues at a facility for a nationwide company.
- Drafted employment agreements, severance agreements, independent contractor agreements and many other employment related documents.
- Provided day-to-day counsel to a multitude of clients regarding general employee issues.
- Successfully represented client in the Sixth Circuit Court of Appeals, which affirmed the dismissal of a variety of employment-related claims. *Popeck v. Rawlings Company, Inc.*, No. 19-5092 (6th Cir. Oct. 16, 2019)
- Represented at trial a large healthcare recovery industry leader in case tried to a verdict in federal court in the Western District of Kentucky.
- Represented international recycling manufacturer in the trial of employment claims in Kentucky state court.
- Successfully drafted, argued and won motions for summary judgment in multiple employment law cases.
- Successfully drafted Sixth Circuit appellate brief that resulted in the district court's summary judgment opinion in our client's favor being upheld.

## BAR ADMISSIONS

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- Kentucky
- U.S. District Court for the Eastern District of Kentucky
- U.S. District Court for the Western District of Kentucky

## RECENT NEWS, ARTICLES & SPEAKING ENGAGEMENTS

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- Sixth Circuit Applies Updated Arbitration Waiver Standard *with Robin E. McGuffin* Stites & Harbison Client Alert, April 4, 2024
- Supreme Court Rejects OSHA Vaccine Mandate on Private Employers – Allows CMS Healthcare Mandate for Facilities Receiving Medicare/Medicaid Funds *with Shannon Antle Hamilton , Demetrius O. Holloway , Robin E. McGuffin , and Robin D. Miller* Stites & Harbison Client Alert, January 14, 2022
- COVID-19 and the Workplace in 2021  
KPCA (Kentucky Primary Care Association) Annual Conference, Lexington, KY, October 28, 2021
- Biden Announces Plans to Mandate Vaccination for All Federal Workers and Contractors, Private Employers with 100+ Employees, and Health Care Workers at Medicare/Medicaid Facilities *with Shannon Antle Hamilton* Stites & Harbison Client Alert, September 10, 2021
- Older Workers Cannot Be Barred from Returning to Work: How to Be Mindful about Returning Older Employees to the Workplace Stites & Harbison Client Alert, June 19, 2020
- Sixth Circuit: No Accommodation Without Documentation *with Robin E. McGuffin* Stites & Harbison Client Alert, March 11, 2020
- Information You Need on the COVID-19 Coronavirus *Stites & Harbison, PLLC* March 2020
- Sixth Circuit: Perfect Attendance Policies Must Not Disadvantage Employees Who Take FMLA Leave *with Robin E. McGuffin* Stites & Harbison Client Alert, August 13, 2019
- 2015 Employment Law Update  
speaker and drafter, UK Employment Law CLE, June 2016
- Supreme Court Ruling and Your Pregnant Employees Stites & Harbison Client Alert, August 31, 2015

## MEMBERSHIPS

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- American Bar Association
- Fayette County Bar Association
- Kentucky Bar Association , Young Lawyers Section, committee member
- Leadership Lexington , 2010-11 Class

## COMMUNITY INVOLVEMENT

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- American Inns of Court
- Leadership Lexington, Graduate (2010-11)
- Alzheimer's Association Walk, Stites & Harbison team member and fundraiser
- Stites & Harbison Wellness Committee
- Young Friends of the Bluegrass Conservancy
- American Diabetes Association, former Community Leadership Board member

## EDUCATION

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University of Kentucky College of Law J.D. 2009

- *Journal of Natural Resources and Environmental Law*, Comments Editor (2008-09), Staff Member (2007-08), Comment, "The Jury's Role in Eminent Domain Compensation," published Spring 2009
- Gilliam Writing Club Award for Excellence, Oral Argument
- Honor Council (2006-08)
- Equine Law Society

Vanderbilt University B.A., Communications Studies *cum laude* Minor in English 2005

- Senior Class Officer
- Dean's List
- Alternative Spring Break, team member

## MORE THAN STITES & HARBISON

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Prior to joining the firm, Ashley worked for Deloitte Consulting in Dallas. She was also a summer clerk for the Hon. Joseph M. Hood, Eastern District of Kentucky. Ashley is a graduate of the 2010-11 Leadership Lexington class. In addition, she was recently nominated as a member of the American Inns of Court. She is also an active member of Stites & Harbison's Wellness Committee, which promotes healthy living in the workplace. Ashley enjoys being outdoors, reading books, and spending time with friends and family.

## ACCOLADES

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- *Best Lawyers in America*®, Commercial Litigation; Litigation - Labor & Employment (2021-24)