



Kristen M. Carroll

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Practice Areas

- Worker's Compensation
- Employment
- Insurance Defense Litigation

Education

- Indiana University School of Law-Indianapolis, JD, 2001
- Samford University, 1995

Author & Speaker

- "Indiana Workers' Compensation Legal Update," Client servicing annual presentation(s), virtual and in-person, Presenter, various dates
- "Arduous Counsel and Claimants: How to Pivot for Traction Against Entrenched Barriers", 2022 Indiana Workers' Compensation Conference, Indiana Chamber, Presenter, August 2022
- "Self-Insured Employers and Third-Party Administrators," 2022 Advanced Workers' Compensation of Indiana Seminar, ICLEF, Presenter, March 2022
- "An Application for Adjustment of Claim Has Been Filed with the Worker's Compensation Board – Now What Happens?," 2021 Indiana Worker's Compensation Conference, Indiana Chamber, Speaker, August 2021
- "Investigating Workplace Injuries and Accidents ," 2020 Indiana Worker's Compensation Conference, Indiana Chamber, Presenter, September 2020
- "Plaintiff Attorneys Who Elect Not to Present Bills at Trial and How to Address the "Unlimited" Damages," Speaker, January 2020
- "Attorney Malpractice and the Protection of a Surrogate," Contributor, 2018
- "Drones in the Future," Contributor, 2017
- "Understanding the 7th Circuit Ruling on Title VII:

Sexual Orientation Discrimination & Ensuring Compliance in the Workplace," Kightlinger & Gray Lunch & Learn, Presenter, May 2017

- "Legalization of Marijuana," Author and Speaker, 2015 and 2018
- "Revised White Collar Exemptions Revealed: Understanding the Proposed Changes to the FLSA Overtime Regulations and How It Will Impact Your Employees and Payroll", Kightlinger & Gray Lunch and Learn, Presenter, November 2015
- "Indiana Law Update - Premises Liability," Client Presentation, March 2015
- "What to Expect When Your Employee Is Expecting: Understanding the EEOC's Enforcement Guidance on Pregnancy Discrimination and Related Issues," Kightlinger & Gray Lunch and Learn, Presenter, January 2015
- Foundation of the Magna Carta, Contributor, 2014
- "Chapter 7," ERISA Survey of Federal Circuits, Contributor, 2014 Edition
- "Background Checks: What You Need to Know to Prevent Discriminatory Practices," Kightlinger & Gray Lunch and Learn, Presenter, June 2013
- "Can I Fire Him?," Indiana Civil Litigation Review Volume 9, Co-author, 2012
- "Responding to Employee Use of Social Media: The Changing Landscape," Kightlinger & Gray Lunch and Learn, Presenter, September 2012
- "Workers Compensation Subrogation," National Business Institute (NBI) , Presenter, 2011
- "Ethics for Nurse Case Managers in Workers Compensation," Genex Annual Meeting, Presenter, 2009

Distinctions

- AV Preeminent Peer Review Rating – by Martindale-Hubbell
- Selected for inclusion on the Rising Stars list published in Indiana Super Lawyers Magazine (2010-2013)
- Selected for inclusion on the Super Lawyers list published in Indiana Super Lawyers Magazine (2016-2022)
- Indianapolis Bar Foundation - Distinguished Fellow
- Best Lawyers of America (2022-2023)
- Best Lawyers Personal Injury Litigation - Defendants

Involvement

Memberships

- The Harmonie Group - Firm Liaison and Board of Directors
- Defense Trial Counsel of Indiana (DTCI) - Workers Compensation Committee, Secretary 2011; Vice Chair, 2012; Chair, 2013; Strategic Planning Committee, 2014
- Indiana State Bar Association (ISBA)
- Indiana Worker's Compensation Institute, Inc. (IWCI)
- Lexwork International- Employment Group Vice Chair, 2013
- Society for Human Resource Management (SHRM) - Indianapolis
- Sagamore Inn of Court 2013 - 2018

Civic and Charitable Organizations

- Indiana Children's Wish Fund
- Indy Women's Golf League
- Dress for Success
- Indianapolis Legal Aid Society
- Kids' Chance of Indiana Sponsor

Admissions

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

Biography

Kristen Carroll is in the Indianapolis office of Kightlinger & Gray. She has extensive experience providing advice and representation to businesses in civil litigation, as well as supervising litigation, in a variety of legal areas including wrongful death, personal injury, employment, insurance and general liability. However, her current practice focuses on advising employers and insurers on requirements of the Indiana Worker's Compensation and Occupational Disease Act, often assisting early in the investigation and claims management process. Further, she regularly represents employers before the Indiana Worker's Compensation Board and Equal Employment Opportunity Commission (EEOC) as well as in State and Federal Courts. Kristen's dedication to her practice has earned her recognition as an Indiana Rising Star and an Indiana Super Lawyer. She was recently honored to be recognized in The Best Lawyers in America. Kristen is the firm's liaison

for The Harmonie Group, an invitation only international legal network, where she also serves as a member of the Board of Directors. In addition to her practice, Kristen has served as the Chair of the firm's Marketing Committee since 2015, leading the firm through various marketing campaigns and striving to maintain open communication between our clients and the firm. [Click Here for Worker's Compensation Calculators](#)