



## Kenneth J. Kleppel

General Partner  
Indianapolis  
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## Practice Areas

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- Employment
- Civil Rights
- Worker's Compensation
- Municipal Government

## Education

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- Notre Dame Law School, Honor Council, JD, 2004
- University of Notre Dame, Magna Cum Laude, BBA, 2001

## Author & Speaker

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- Presenter, "There's No Place Like Home: Remote Work and Managing Legal Risk in New Normal," Defense Trial Counsel of Indiana Annual Conference, Nov. 2022
- Author, "There's No Place Like Home: Remote Work and Managing Legal Risk in New Normal," Indiana Civil Litigation Review, Volume XIX, Nov. 2022
- Presenter, "Employment Law Concerns of the New Normal: Remote Work," Indiana Chamber Worker's Compensation Annual Conference, Aug. 2022
- Presenter, "The Million Dollar Risk of Violating Wage and Hour Laws," Indiana Chamber 58th Annual HR Conference, May 2022
- Presenter, "Avoiding Employment Litigation While Managing a Worker's Compensation Claim: What You Need to Know to Manage Risk," Indiana Chamber Worker's Compensation Annual Conference, Aug. 2021
- Author, Client Alert: "Updated EEOC Guidance on COVID-19 Vaccination Policies and Practices," July 2021
- Presenter, "Review Updated EEOC Guidance on COVID-19 Vaccination Policies and Procedures and the Advantages of Settling Cases at the EEOC Level," Kightlinger & Gray Law Firm Podcast, July 2021

- Presenter, "Bostock v. Clayton County: Review of Landmark Decision, Practical Implications for Employers and Best Practices," Indiana Chamber 57th Annual HR Conference, June 2021
- Author, "Client Alert: Can Employers Require Employees to Take the COVID-19 Vaccine?" January 2021
- Presenter, "Review of Division II Infractions Process and Potential Enhancements to Process," Division II Collegiate Commissioners Association Compliance Administrators Meeting, September 2020
- Presenter, "Update on Division II Enforcement and Infractions Task Force Review of Infractions Process," Division II Membership Webinar, June 2020
- Presenter, "Division I College Basketball Reform: The New Infractions Process," NCAA Regional Rules Seminars, May and June 2019
- Presenter, "Update on Division I College Basketball Reform and Development of Independent Resolution Process," National Association for Athletics Compliance Meeting, November 2018
- Presenter, "Overview of Division I Infractions Process," NCAA Regional Rules Seminars," June 2018
- Presenter, "Update on Division I Academics and New Academic Misconduct Legislation," NCAA Regional Rules Seminars, May and June 2017
- Presenter, "Review of Division II Playing and Practice Seasons Legislation and Membership Requirements," NCAA Regional Rules Seminars, May and June 2015
- Presenter, "Review of Division II Amateurism and Promotional Activities Legislation," NCAA Regional Rules Seminars, May and June 2015
- Presenter, "Developments in Employment and Workers' Compensation Law," Advanced Employment Law Seminar by Sterling Education Services, October 2012
- Presenter, "Assessing a Workers' Compensation Claim for the Employment Attorney," Northern Ohio Employment and Labor Law Conference, May 2012
- Presenter, "Employment and Workers' Compensation Case Law and Legislation Update," Employment Law Fundamentals Seminar by National Business Institute, April 2012
- Presenter, "Views from the Industrial Commission," Advanced Employment Law Seminar by Sterling Education Services, October 2011
- Presenter, "The ABC's of Workers' Compensation

Law," Northern Ohio Employment and Labor Law Conference, June 2011

- Presenter, "Workers' Compensation Fraud: Overview and Strategies to Combat Fraud," Northern Ohio Employment and Labor Law Conference, June 2010
- Presenter, "It Takes More Than Book Smarts: Why Emotionally Intelligent Lawyers Achieve Greater Professional Success," Ohio Association of Civil Trial Attorneys Conference, November 2007
- Editor, "Baldwin's Ohio Handbook Series, Ohio Employment Law Manual," 2005, 2006 and 2007 editions
- Author, "Understanding Emotional Intelligence in the Practice of Law," Cleveland Metropolitan Bar Journal, November 2007
- Author, "Emotional Intelligence is Key to Success," Ohio Lawyer Magazine, July/August 2007
- Author, "Jurisdictional Limits in Workers' Compensation Appeals," Ohio Employment Law Letter, December 2005
- Author, "Defining the Courts' 4123.512 Jurisdiction, Ward v. Kroger Co.," Cleveland Metropolitan Bar Journal, November 2005

## **Distinctions**

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- Editor-in-Chief, Journal of College and University Law
- Judge Joseph E. Mahoney Award for Leadership, Notre Dame Law School, 2004
- Legal Aid Volunteer of the Year, United Way of Cleveland, 2010
- Rising Star, Ohio Super Lawyers Magazine, 2012 and 2013
- DTCL Publications Chair (2022)

## **Involvement**

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### **Involvement**

- Indiana State Bar Association (ISBA)
- Defense Research Institute (DRI)
- Indiana Worker's Compensation Institute
- Defense Trial Counsel of Indiana (DTCL)
- Society of Human Resources Management (SHRM Indiana)
- Society of Human Resources Management (SHRM National)

- Accelerate Indiana Municipalities (AIM)

## **Civic and Charitable Associations**

- Gleaners Food Bank of Indiana
- Indianapolis Dayspring Center
- Peyton Manning Children's Hospital at Ascension St. Vincent
- St. Maria Goretti Parish of Westfield
- Notre Dame Club of Indianapolis

## **Admissions**

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- Indiana, 2016
- U.S. District Court, Northern and Southern Districts of Indiana
- Court of Appeals - 6th Circuit
- Court of Appeals - 8th Circuit
- Ohio, 2005
- U.S. District Court, Northern and Southern Districts of Ohio

## **Biography**

For two decades, Ken has helped employers navigate challenging legal and risk management issues. From the rigors of litigation through day-to-day counseling, Ken has achieved pragmatic results for his clients whether inside the courtroom or working to avoid it. Ken represents employers before the Equal Employment Opportunity Commission, Indiana Civil Rights Commission, Indiana Worker's Compensation Board, and state and federal courts. He advises employers on a wide-range of employment matters, including discrimination, harassment, retaliation, FMLA, labor, and wage and hour. He also counsels employers on proactive policy writing and development, how to stay ahead of the curve in addressing employment matters, and best practices to avoid litigation. Licensed in Indiana and Ohio, Ken has substantial experience before the Ohio Civil Rights Commission, Ohio Industrial Commission, and Ohio state and federal courts. Ken also regularly defends and counsels governmental entities and their employees. This representation ranges from defending against constitutional torts and employment claims in state and federal court to resolving regulatory and statutory compliance issues. Ken has spoken and written extensively on employment, municipal liability, and civil rights and worker's compensation matters. Prior to joining Kightlinger & Gray, Ken worked in Law, Policy and Governance at the NCAA.