



Courtney Ross Samford

Counsel

P 859-288-7456 | F 859-259-0649
csamford@wyattfirm.com

Location

250 West Main Street
Suite 1600
Lexington, KY 40507

Honors



Recognized by her peers as a *Kentucky Super Lawyers*® Rising Star, 2016 - present

Education

2010 - J.D., University of Kentucky, Articles Editor of *Kentucky Journal of Equine, Agricultural and Natural Resources Law, Contracts and Litigation Skills CALI Award*

2006 - B.A., (Government) Centre College

Admissions

Kentucky

United States District Court for the Eastern District of Kentucky

United States District Court for the Western District of Kentucky

Courtney Samford is a member of the Firm's Litigation and Dispute Resolution Service Team. She concentrates her practice in commercial litigation, labor & employment and higher education.

Representative Matters

- Defends clients in commercial litigation suits involving breach of contract, personal injury, and other commercial torts.
- Represents employers in claims involving employment discrimination, retaliation, retaliatory discharge, harassment, and state and federal wage and hour laws.
- Reviews and drafts employee handbooks for employers.

Presentations

- *Navigating #MeToo: A Guide To Addressing Sexual Harassment Issues In The Workplace In An Era Of Great Change*, Wyatt Employment Law Seminar, April 18 and May 9, 2018
- *It's a Zoo in Here: The Law of Animals in School*, University of Kentucky College of Law 2nd Biennial Education Law Conference, September 8, 2017
- *Employment Law Update*, Wyatt Employment Law Seminar, May 24 and June 13, 2017
- *Special Update: Leave Laws*, Wyatt Education Law Seminar, October 11, 2016
- *Employment and Wage and Hour Update: A Busy Year for the DOL and the EEOC*: Wyatt Employment Law Seminar for HR Professionals and In-House Attorneys in Lexington, April 14, 2016.
- *2015 Employment Law Update*, Midwest Kentucky SHRM Fall Conference, September 10, 2015.
- *Employment Law Update: Things You Should Know for 2015*: Wyatt Employment Law Seminar for HR Professionals and In-House Attorneys in Lexington and Louisville, April 22, 2015 and May 20, 2015.
- *2015 Employment Law Update*, Bluegrass SHRM, January 13, 2015
- *Hiring, Firing and a Little In Between*, Co-Presented for Commerce Lexington @330 Series, January 13, 2015
- *Title IX: The New Vehicle for Sexual Harassment Complaints*, Legal Issues for Educators, September 18, 2014
- *Best Practices for Avoiding (or Dealing with) Retaliation Claims*, Wyatt Employment Law Seminar for HR Professionals and In-House Attorneys, April 24, 2014
- *Preventing Workplace Violence*, Kentucky Transportation Conference, January 10, 2014
- *Preventing Workplace Violence*, Indiana Society for Human Resource Management ("SHRM") Speaker Series, December 13, 2013
- *Vapor Intrusion and Proposed ASTM E1527-13*, Kentucky EXCEL, November 14, 2013
- Mock Trial Participant, Annual Kentucky Society for Human Resources Management ("SHRM") Conference, September 2013
- *Oil and Gas Law in Kentucky*, Oil, Gas and Mineral Rights Seminar, Co-Presented with Lesly Davis, September 11, 2013
- *Employment Law Update 2013*, Wyatt Employment Law Seminar for HR Professionals and In-House Attorneys, Co-Presented with Leila O'Carra, April 2013
- *Mineral Rights: What You Need To Know Now!*, National Business Institute, Co-

Presented with Lesly Davis, March 2013

- *An Employer's Rules for Social Networking*, Association of Legal Administrators, October 2012
- *Sackett v. EPA: Judicial Review of US EPA Administrative Orders*, Kentucky EXCEL, September 2012
- *Employment Law By The Numbers: A Guide to Workplace Posting and Records Retention Requirements*, Kentucky Small Business Development Center, September 2012
- *How to Get Sued: HR Errors to Avoid*, Wyatt Employment Law Seminar for HR Professionals and In-House Attorneys, Co-Presented with Allison Buckley, April 2012
- *Legal Implications of Social Networking*, Northern Kentucky Society for Human Resource Management ("SHRM"), August 2011

Publications

- "NLRB Releases Joint-Employer Final Rule," Wyatt Employment Law Report (2020).
- Regular Contributor to the Kentucky OSHA Journal.
- "Conveyance and Other Transfers of Mineral Interests," American Law of Mining 2d, Rocky Mountain Mineral Law Foundation (2015 Ed.), Contributing Author.
- "Restrains on Alienation of Coal Leases," Thirty-Third Annual Energy & Mineral Law Institute, Vol. II (2012), Energy & Mineral Law Foundation, Contributing Author.
- *EPA's Regulatory Initiatives Impacting the Coal Industry*, Kentucky Coal Association White Paper, Co-Authored with George Seay and Lesly Davis, November 2012
- Contributor to the Kentucky Chamber of Commerce's Guide to Doing Business in Kentucky and Lex Mundi publications, 2010-present
- *Navigating the Administrative Enforcement and Hearing Process*, Platt's Conference, Co-Authored with Lesly Davis, September 2010
- *The Role of Administrative Law in Regulating "Mad Cow Disease" as Explained in Creekstone Farms Premium Beef, LLC v. Department of Agriculture*, Kentucky Journal of Equine, Agricultural and Natural Resources Law, Vol. 1 (2009)

Professional Activities and Memberships

- Kentucky Bar Association
- Fayette County Bar Association, Women Lawyers Section
- Women's Mining Coalition
- Kentucky Coal Association
- Energy & Mineral Law Foundation
- Lexington Coal Exchange
- National Association of College and University Attorneys ("NACUA")

Civic Involvement

- Fayette County Bar Association Women Lawyers' Association, Board Member
- Girls on the Run, Race Committee
- MS Society, The Best of Lexington Committee
- Board of Directors, Centre College Alumni Association
- Volunteer, Court Appointed Special Advocates (CASA)
- Co-Coordinator, LexArts Workplace Giving Campaign, 2011-present
- Mentor, Kentucky Legal Education Opportunity Program, 2011-present