McBRAYER



JARON P. BLANDFORD

Managing Member

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HONORS & AWARDS

Best Lawyers in America®, 2016-2027, Litigation - Labor & Employment; Civil Rights Law

A. M. Best Client Recommended, 2018

Kentucky Super Lawyers®, 2019-2025 (Employment & Labor)

Top 50 Kentucky Super Lawyers®, 2025

AV Peer Review Rated by Martindale-Hubbell®

PRIMARY PRACTICE

Commercial and Business Litigation

Employment Law for Employers

Corporate Investigations

Business Executive Defense

Employee Member Wrongdoing

Criminal Defense

Government Investigations

Over the course of his **nearly 30 years** with McBrayer, Jaron has helped the firm expand in ways that directly benefit its clients by broadening its practice areas, growing the firm's expertise, mentoring the next generation of attorneys, and reinforcing a culture centered on responsiveness and excellent results.

PRACTICE

Jaron's practice has grown from a foundation in litigation and trial work to providing clients with comprehensive guidance through virtually all aspects of their business operations. Jaron's litigation background gives him the confidence and know-how to advise on critical decisions and business strategies, leveraging many years of situational experience. Jaron works daily with business leaders to provide innovative and cost-effective solutions to challenges and assists with emerging opportunities.

Outside General Counsel

Jaron's role as Outside General Counsel for businesses and organizations of all sizes places him at the intersection of law, leadership, and business strategy. He serves as a trusted advisor to owners, executives, and boards across industries such as healthcare, banking, manufacturing, construction, real

Civil Investigations

Criminal Investigations

Regulatory & Licensing Issues

Business Torts

ADDITIONAL PRACTICE EXPERIENCE

Business Owner Disputes

Contract and Partnership Disputes

Employee Benefits Law

Employment Litigation

Human Resources and Policy Training

Human Resources Investigations

Human Resources Services

Insurance Defense

Labor Law

Municipal Liability

Non-Compete Agreements

Public Sector Liability

U.S. Department of Labor Investigations

ADMISSIONS

Kentucky, 1998

Tennessee, 2009

U.S. District Court Eastern District of Kentucky, 1998

U.S. District Court Western District of Kentucky, 1998

U.S. Court of Appeals 6th Circuit, 1998

U.S. Supreme Court, 2007
U.S. District Court Eastern District of Tennessee, 2020

U.S. District Court Western District of Tennessee, 2020

estate, employment, and professional services.

He provides proactive, day-to-day counsel on employment matters, compliance, risk management, and corporate governance, as well as oversight of litigation, investigations, and regulatory issues. Jaron partners with clients to identify and prevent problems before they arise, ensuring operational continuity, mitigating risk, and helping leadership teams make confident decisions in complex environments.

Whether reviewing a contract, advising on personnel matters, managing regulatory inquiries, or coordinating with other McBrayer specialists, Jaron's general counsel services are tailored to each client's size, sector, and stage of growth.

Commercial and Business Litigation

While McBrayer serves clients across nearly all areas of law, Jaron's practice centers on litigation with a focus on business, employment, and commercial and contract disputes.

Government Investigations

With more than two decades of experience, Jaron represents companies and executives and their boards before every major enforcement agency. Working with a McBrayer team with many years of experience trying criminal cases in federal court, Jaron and his team provide trusted counsel in high-stakes situations.

Regulatory Compliance and Corporate Investigations

Jaron routinely advises clients on regulatory compliance, whistleblower issues, and professional licensing, as well as investigations by federal, state, and local agencies.

CLIENT FOCUS

Jaron began his legal career at McBrayer while attending the University of Kentucky College of Law and has remained with the firm ever since. Drawn to McBrayer's culture of hard work, responsiveness, and excellent results, he exemplifies its client-

JARON P. BLANDFORD

EDUCATION

University of Kentucky College of Law, Lexington, Kentucky, J.D., 1998

- Honors: Member, Moot Court Board
- Law Journal: *Kentucky Law Journal*, Associate Editor, 1997 - 1998

Western Kentucky University, Bowling Green, Kentucky, B.A., 1995

- Major: Government

first philosophy.

Known for his accessibility, Jaron builds long-term relationships with clients who view him as part of their leadership team rather than outside counsel. He and his team provide timely advice, clear communication, and practical solutions, delivering the responsiveness of in-house counsel combined with the reach and resources of a full-service firm.

MORE THAN MCBRAYER

Commitment to Leadership: Since 2020, Jaron has consistently been a key presenter at the annual Dismas Leadership Symposium, providing useful insights into the mindset and role of a genuine leader.

Giving Back: From 2021 through 2024, Legal Aid of the Bluegrass benefited from Jaron's keen allyship as he championed the group's annual Lexington fundraiser, Suits That Rock. Jaron made the event a charitable focus, working within the Lexington legal community to drum up support and drive ticket sales and donations.

Family and Community in Focus: Leadership begins at home, and Jaron proved this through his many years as a Little League baseball coach and a middle school volunteer basketball coach. He also worked within his church, putting his faith to work in service of his community.

CAPABILITIES, SUCCESSES AND ASSIGNMENTS

- Serves as outside General Counsel to organization operating 36 residential re-entry centers in 15 different states, managing litigation across the United States
- Serves as outside General Counsel to organization operating 80 medical clinics in 30 different counties across the Commonwealth of Kentucky
- Serves as outside General Counsel to company with operations in Kentucky, North Carolina, and Toyota City,

Japan, providing automation solutions, consulting services, robot teaching, and import/integration services for the automotive industry

- Serves as outside General Counsel for radon and vapor intrusion company operating in seven states
- Serves as outside General Counsel for property management company serving 340 communities across eight states
- Serves as outside General Counsel to CPA firm with locations in five cities across the Commonwealth of Kentucky
- Works with in-house counsel for Kentucky entertainment destination with gaming machines, year-round simulcasting, and a thoroughbred horse racing meet to handle legal matters on as-needed basis
- Represented large group of physicians in litigation to successfully recoup investment in MSO
- Represented banking institution in FDIC matter and lending litigation in three states involving hundreds of millions in loans
- Represented bloodstock agent and thoroughbred racing advisor in dispute over horse ownership and breeding/racing interests
- Represented compounding pharmacy in FDA investigation and litigation in multiple states
- Represented Court appointed Receiver in matter involving millions of dollars in land and coal assets
- Represented Kentucky corporation in FTC action
- Represented national association in False Claims Act Investigation
- Represented pharmaceutical executive in False Claims Act Investigation
- Represented pharmacy benefit management organization in class action for alleged violations of Kentucky Consumer Protection Act
- Represented regional nursing home chain in employment litigation in Kentucky and Tennessee

Professional Activities

- *Sixth Circuit Judicial Conference, Past Delegate*
- *Magistrate Judge Merit Selection Panel for the U.S. District Court, Eastern District of Kentucky, Member, 2017-2018*
- *Federal Bar Association Kentucky Chapter, Past President*
- *Federal Bar Association Kentucky Chapter, Member*

- *Fayette County Bar Association, Member*
- *Federal Kentucky Bench and Bar Conference, Founding Organizer*
- *Central Kentucky American Inn of Court, Founding Member*
- *Fayette County Bar Foundation, Founding Fellow*

- *Defense Research Institute, Member, Former Employment Law Committee Member*
  - *DRI Publication Employment Law: A State-by-State Compendium,* Co-Author, Kentucky Chapter

News

IN THE MEDIA - Fifty McBrayer Attorneys Recognized by *Best Lawyers® for 2027*
August 20, 2026

McBrayer attorneys speak at Winterwood Inc.'s Annual Training Meeting
April 23, 2026

IN THE MEDIA - McBrayer Leadership Transition Featured in *Smiley Pete's The Business of Law*
March 31, 2026

IN THE MEDIA - McBrayer Supports the Successful Launch of The Oaks at Woodland
March 27, 2026

IN THE MEDIA - McBrayer Leaders Featured on Evolving Law Firm Leadership and Succession Planning
January 26, 2026

Celebrating Excellence: 40 McBrayer Attorneys Recognized by Super Lawyers
December 16, 2025

IN THE MEDIA - McBrayer Featured for Leadership Transition and New CEO Role
December 4, 2025

IN THE MEDIA - McBrayer Leadership Transition Featured in The Lane Report
December 3, 2025

Building on Strength: A New Chapter Begins at McBrayer
December 2, 2025

McBrayer PLLC Achieves Record-Breaking Recognition in *Best Lawyers in America® 2026*
August 21, 2025

Leading the Way in Legal Excellence: 38 McBrayer Attorneys Honored in 2025 Super Lawyers and Rising Stars Lists
December 17, 2024

New Record Set: 51 McBrayer Attorneys Honored in Best Lawyers 2025
August 15, 2024

Leading thoroughbred trainer Cherie DeVaux and the Belladonna Racing partnership take McBrayer's Summer Associates to the Winner's Circle at Churchill Downs
June 26, 2024

McBrayer Earns Record Number Named to Super Lawyers Lists for 2024
January 9, 2024

McBrayer Attorneys Present at 2023 Winterwood Annual Training Meeting
October 17, 2023

Another Record! 49 McBrayer Attorneys Named to Best Lawyers® 2024
August 17, 2023

25 McBrayer Attorneys Named to Super Lawyers and Rising Stars Lists for 2023
December 29, 2022

A Record Number! Thirty McBrayer Attorneys Named to *Best Lawyers® in America* Lists for 2023
August 18, 2022

22 McBrayer Attorneys Recognized in 2022 Edition of Super Lawyers
December 30, 2021

Members Jaron P. Blandford and Stephen G. Amato Quoted in *The Lane Report*
October 26, 2021

McBrayer Attorneys Named to *Best Lawyers® in America* List for 2022
August 19, 2021

Once Again, McBrayer Attorneys Receive Super Lawyers Distinctions for 2021
Super Lawyers, December 10, 2020

McBrayer Attorneys Named to *Best Lawyers® in America* List for 2021
August 20, 2020

Staying Connected While Working Remotely
Business Lexington, May 19, 2020

Coronavirus Resource for Businesses

We Made the List Again! McBrayer Attorneys Receive Super Lawyers Distinctions for 2020
Super Lawyers, December 2, 2019

McBrayer Attorneys receive U.S. News Best Lawyers Distinction for 2020
U.S. News – Best Lawyers® in America, September 4, 2019

McBrayer Attorneys receive U.S. News Best Lawyers and Super Lawyers Distinctions for 2019
December 19, 2018

McBrayer attorneys named to U.S. News Best Lawyers including 3 Lawyer of the Year honors
Attorneys from McBrayer law offices in Lexington and Louisville achieved a 2018 listing in U.S. News Best Lawyers in America
August 15, 2017

Seminars & Speaking Engagements

McBrayer Attorneys Present at Winterwood Annual Training Meeting 2026
April 22, 2026

McBrayer Attorneys Present at SAHMA Affordable Housing Conference
April 9, 2026

McBrayer Joins Downtown Lexington Partnership for Annual Meeting and Awards of Excellence
March 27, 2026

McBrayer Attorneys Join Business Leaders at KY Chamber's 31st Chamber Day Dinner
January 8, 2026

Ahead of the Curve: Getting in Front of Workplace Problems - Lexington
A Seminar for Employers
The Mane on Main, 201 East Main Street, 15th Floor, Lexington, Kentucky, March 22, 2023

Ahead of the Curve: Getting in Front of Workplace Problems - Louisville
A Seminar for Employers
500W Training Center, 500 West Jefferson Street, 4th Floor, Louisville, Kentucky, March 21, 2023

WEBINAR - Myths, Masks, and Mandates
More Advice for the Continuing Workplace Challenges of COVID-19
Webinar, September 15, 2021

Employment Best Practices - A McBrayer Employment Law Seminar
Cutting Loose: Issues in Firing and Severance
Lexington, KY, January 26, 2017

Overtime in Overdrive
Wage and Hour Update: Brace Yourselves, the New Overtime Regulations are Coming
Lexington, KY, November 5, 2015

Homeless Shelters and the Fair Housing Act
Lexington, KY, May 28, 2015

Dodging Coconuts
Building Reputation Resilience
Lexington, KY, March 17, 2015

Getting It "Write": A McBrayer Employment Law Seminar, Louisville, KY
September 30, 2014

Getting It "Write": A McBrayer Employment Law Seminar, Lexington, KY
September 28, 2014

The Employer's Guide to Employee Classification & Wage and Hour Laws, McBrayer webinar
May 29, 2014

Wait, Wait...Don't Tell Me: Civility Matters, Central Kentucky American Inns of Court
November 14, 2013

Hot Topics in Employment Law: Social Media, the Intersection of HIPAA and the NLRB; and Everyday Challenges, National Adult Day Care Association Annual Convention
October 10, 2013

Employment Policies and Procedures: A Critical Legal Update for Employers, McBrayer law, 2012, 2009

Participated on a panel at the Federal Practice Seminar speaking on the topic "Practicing Civil Cases" sponsored by the U.S. District Court for the Eastern District of Kentucky and the Federal Bar Association - Kentucky Chapter
May 4, 2011

Introduction to Practice Before the U.S. District Court for Eastern District of Kentucky, Kentucky Chapter of the Federal Bar Association
2009

Avoid Mistakes: Hot Topics in Employment and Labor Law for 2009, Kentucky Association of Homes and Services for the Aging Annual Conference
2009

Articles

Social Media Tips and Traps for the Employer, Business Lexington, March 2015

Supreme Court Ruling Lessens Liability Exposure, Lane Report, September 2013
September 2013

Employee Manuals: Updating is the best defense, Business Lexington, September 14, 2012

Health Care Reform and its Impact on Employer Practices, Attorney At Law Magazine, May 2011

Impaired employees: Every employer has them! , HR the human resource, Oct-Nov 2010, Volume 3, Issue 5

Health Care Reform- Its Impact on Employer Practices, The Human Resource , Vol. 3 Issue 3, 2010

Kentucky Chapter of the DRI Defense Library Series Employment Law, A State-by-State Compendium, DRI, 2006

Newsletters

Hold Your Fire: Responding to Internet Reputational Attacks
March 2015