



## **Reginald M. Gay**

**Partner** | Greenville, SC

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### **Legal Secretary**

Amy Elkins  
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### **Services**

Labor & Employment, Commercial / Corporate Litigation,

Reggie is the Managing Partner of the firm's Greenville office. His primary areas of practice include labor and employment law, workers' compensation, litigation and appellate advocacy.

Reggie represents business and governmental clients by providing consultation on employment and other matters, conducting preventive training, and litigating in both federal and state courts. He represents companies, manufacturers, governmental entities, educational institutions, health care providers, nonprofits and insurance companies in employment litigation and general business litigation. He frequently lectures on employment topics such as FMLA, FLSA, ADA, harassment, discrimination, and Workers' Compensation.

### **Publications**

- *HR Daily Advisor*: No Protection for Drinking on the Job
- How Employment Agreements Can Protect An Employer's Intellectual Property And Defend Against Claims of Misappropriation
- The Final Rule – FLSA, US DOL and Overtime Rules: Part 1 – The Basics
- 2013 Immigration Compliance – Is Your Business Ready?
- U.S. Supreme Court Rules on Employer Liability for Discrimination

### **Education**

J.D., University of South Carolina, (1987)  
B.B.A, University of Georgia, (1982)

### **Licensed In**

South Carolina

### **Admitted In**

U.S. District Court – South Carolina

## **Honors & Awards**

- “Personal Column” Award, Employers Network Counsel (2019)
- *Best Lawyers in America* (2019)
- *Anderson Independent Mail*, "15 Over 50" Award (2018)
- *Greenville Business Magazine*, Legal Elite of the Upstate (2014-2015, 2017-2018)

## **Professional Associations**

Upstate South Carolina Alliance Board of Directors (2015-2019)  
Anderson Area Chamber of Commerce (2009-2015), Chair (2012)  
South Carolina Chamber of Commerce, Manufacturers Steering Committee (2008-2019)

## **Community Involvement**

Salvation Army Boys and Girls Club of Anderson, South Carolina Advisory Council (2001-2019)  
Leadership Anderson, Class XII (1996)  
St. John's Methodist Church Nominating Committee (2012-2014), Child Development Center Board of Directors  
Anderson Rotary Club Board of Directors  
Foothills Alliance Board of Directors Chair, Foothills Rape Crisis  
Foothills United Way Capital Campaign Member, Allocations Committee (1999)

## **Experience**

- Obtained summary judgements for defendant clients, including a major utility company.
- Obtained dismissal of sanctions against client before LLR.
- Successfully mediated numerous cases.
- Obtained numerous "No Cause" findings with EEOC And SCHAC.
- Represented numerous employers before the South Carolina Workers Compensation Commission.
- Drafted numerous employment policies, handbooks, and employment agreements.

## **Office Address**

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