

## James K. Gilliam

Partner

Greenville, SC  
(864) 552-9338  
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Jim Gilliam is a Partner in the firm's Greenville, South Carolina office. His practice concentrations are employment law, business law, and appellate practice.

As an employment attorney, Jim provides advice to employers regarding compliance with federal and state employment laws. Jim drafts employee handbooks and employment contracts, including non-compete, non-solicitation, and confidentiality agreements. Jim's practice includes litigating employment related disputes involving wrongful termination, trade secrets violations, Title VII of the Civil Rights Act of 1964, Fair Labor Standards Act, Americans with Disabilities Act, Family Medical Leave Act, Age Discrimination in Employment Act, and other types of employment based claims. Jim also represents clients in disciplinary matters before the professional licensing boards regulated by the South Carolina Department of Labor, Licensing and Regulation.

In business matters, Jim prepares operating agreements for clients and drafts business agreements. Jim represents clients in an array of business disputes, including shareholder disputes, unfair trade practice allegations, and other business claims.

Jim also represents clients in appeals before all courts. Jim has filed numerous briefs on behalf of clients before the South Carolina Court of Appeals and the South Carolina Supreme Court.

Jim attended Newberry College, graduating with a B.A. in History, *magna cum laude*, with Summerland Honors. Jim earned his law degree from the Charleston School of Law in 2008, where he also graduated *magna cum laude* and was a member of the Federal Courts Law Review. After graduating from law school, Jim worked as a law clerk to the Honorable Kaye G. Hearn at both the South Carolina Court of Appeals and the South Carolina Supreme Court.

### PARALEGAL/ASSISTANT

Legal Practice Assistant

Kailyn Beasley  
864-552-9307  
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### CAPABILITIES

Commercial Litigation  
Labor & Employment  
Appellate Litigation  
Food & Beverage

### EDUCATION

J.D., Charleston School of Law  
*magna cum laude*  
B.A., Newberry College  
*magna cum laude with Summerland Honors*

### LICENSED IN

South Carolina

### ADMITTED IN

South Carolina Supreme Court  
South Carolina Court of Appeals  
U.S. District Court - South Carolina

# James K. Gilliam

## Honors & Recognition

- Named, *Chambers USA*, "Up and Coming" in Labor & Employment (2022-2023)
- Martindale-Hubbell AV Preeminent® Peer Review Rating
- Listed in *The Best Lawyers in America: Ones to Watch: Labor & Employment Law - Management* (2021)
- *South Carolina Super Lawyers*, "Rising Star," Employment & Labor (2014-2022)
- *Greenville Business Magazine*, "Legal Elite," Labor and Employment (2020-2021, 2023); Business Litigation (2021, 2023); Corporate Law, Mergers, and Acquisitions (2021)

## News

- Burr Duo Featured on Living Local Carolina Media Mention, 09.01.2023
- Sixteen Burr Attorneys Across South Carolina Recognized in 2023 Legal Elite Firm News, 08.01.2023
- 61 Burr & Forman Attorneys Ranked in 2023 Chambers USA Firm News, 06.01.2023
- 63 Burr & Forman Attorneys Ranked in 2022 Chambers USA Firm News, 06.03.2022
- Ten Burr & Forman Attorneys Named 2022 South Carolina Super Lawyers and Rising Stars Firm News, 05.03.2022

## Speaking Engagements

- The Association of Corporate Counsel (ACC) South Carolina Chapter Annual Meeting Speaking Engagement, Central Energy - Columbia, SC, 09.14.2023
- Presenter, Strategies for Complying with Anti-Discrimination Laws Speaking Engagement, Piedmont Technical College, Center for Advanced Manufacturing; Laurens, South Carolina, 03.12.2020

## Articles

- "A Guide to the New FMLA Forms," *SHRM Online* Articles / Publications, 08.20.2020
- U.S. Supreme Court Rules on Employer Liability for Discrimination Articles / Publications, 03.03.2011
- Supreme Court Expands Title VII with "Third Party" Retaliation Articles / Publications, 02.02.2011

# James K. Gilliam

## Civic Activities

- Grand Strand Humane Society, Board of Directors, Vice President (2012-2014)

## Professional Activities

- South Carolina Chamber of Commerce HR Committee, Member (2020)
- South Carolina Bar Association
- Leadership South Carolina, Class of 2018
- Myrtle Beach Regional Economic Development Corporation, Board of Directors
- The Coastal American Inn of Court
- Horry County Bar Association, President (2015)
- Judicial Qualifications Committee (2012-2015)