



A. KEVIN TROUTMAN

Senior Counsel

Houston

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Service Focus

- Counseling and Advice
- Employment Discrimination and Harassment
- Litigation and Trials

Industry Focus

- Healthcare

OVERVIEW

Keeping his client's business objectives foremost in mind, Kevin Troutman focuses his practice on providing day-to-day advice concerning a variety of employment and people management issues. In doing so, he calls upon both his experience as an attorney and his years of experience as a human resources executive, including a period when he was responsible for 22 hospitals in five states. Kevin has also been an active member of the firm's COVID-19 Taskforce and its Vaccine work group.

Kevin concentrates on finding practical business solutions that minimize employers' legal exposure. When litigation ensues, he has handled cases in a variety of settings and jurisdictions. He has successfully handled lawsuits and administrative proceedings involving a wide range of workplace issues. The matters he has handled include various claims of discrimination, sexual and other types of harassment, retaliation, Americans with Disabilities Act (ADA) and Family and Medical Leave Act

(FMLA) violations, wage and hour matters, Occupational Safety and Health Administration (OSHA) violations, whistleblower and False Claims Act (FCA) retaliation, defamation and related torts. Kevin has also helped his clients deal with union-related issues, including unfair labor practice charges and organizing efforts.

Kevin has also been a speaker at many industry and human resources events and is a frequent contributor to publications that report on employment issues.

Community-conscious, Kevin has served on various Boards of Directors, including a community hospital, private schools and a Chamber of Commerce. He is "AV" Peer Review rated by *Martindale-Hubbell* and was recognized in *Best Lawyers in America*® (2022-23) and as a Top Author in JD Supra's 2022 Readers' Choice Awards.

Credentials

Education

- Loyola University New Orleans School of Law, J.D., summa cum laude, 2001
- McNeese State University, B.S., magna cum laude, 1979

Bar Admissions

- Louisiana
- Texas

Court Admissions

- U.S. Court of Appeals for the Fifth Circuit
- U.S. District Court for the Eastern District of Louisiana
- U.S. District Court for the Eastern District of Texas
- U.S. District Court for the Middle District of Louisiana
- U.S. District Court for the Northern District of Texas
- U.S. District Court for the Southern District of Texas
- U.S. District Court for the Western District of Louisiana

- U.S. District Court for the Western District of Texas
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Recognitions

- Recognized as a Top Author in [JD Supra's 2022 Readers' Choice Awards](#)
 - Recognized in *The Best Lawyers in America* (2022 - 2026)
 - "AV" Peer Review Rated by Martindale-Hubbell
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Affiliations

Professional Activities

- Houston Bar Association
- Texas Bar Association
- Louisiana Bar Association
- American Society for Healthcare Human Resources Administration (ASHHRA)

INSIGHTS

Publication

Jun 30, 2023

Partners Publish Four-Part Series on Surviving an OSHA Inspection

Insights

Mar 31, 2023

Top Workplace Law Stories You May Have Missed from March 2023

Insights

Mar 2, 2023

Pandemic-versary is Upon Us: The 5 Ways Your Workplace is Different Now Than 3 Years Ago

Publication

Feb 24, 2023

Wage and Hour and Healthcare Attorneys Discuss How On-Demand Pay Could Help Combat the Nursing Shortage

News

Feb 22, 2023

Houston Partner Discusses Ways Hospital Executives Can Combat the Nursing Shortage

Publication

Dec 21, 2022

Houston Partner Provides Tips on How To Reduce Risks Associated with Holiday Parties