



Principal, St. Louis

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Andrew D. Kinghorn is a principal in the St. Louis, Missouri, office of Jackson Lewis P.C. Dedicated to helping employers prevent and resolve costly employee workplace disputes, he partners with clients to understand their business objectives while reducing legal risk in a way that is tailored to their needs.

Andrew is an adept trial attorney and skillful advocate for employers before administrative agencies, and in federal, state and appellate courts. He applies a business-oriented approach, which has enabled him to serve as a trusted advisor to employers of all sizes, in a variety of industries, and in both the private and public sectors.

Clients regularly turn to Andrew to conduct workplace training and investigations, and to perform audits of their employment and labor policies and procedures. He provides guidance to employers on best practices and strategies to minimize their financial exposure or avoid litigation altogether. By virtue of his significant courtroom experience, Andrew is well-positioned to provide employers with thoughtful advice and recommendations tailored to the unique issues that may arise after a claim is filed, and to help them make well-informed and strategic decisions.

Drawing on his background as an assistant attorney general for the State of Missouri in the office's Civil Litigation Division, Andrew works efficiently to get to the heart of the issue in any litigation to bring the matter to a swift and favorable conclusion. During his time with the State, he was the lead defense attorney on numerous cases and a key member of the office's Missouri Human Rights Act Task Force, handling some of the State's most complex and high value employment and labor matters, as well as cases involving contract and constitutional law.

Andrew has been a passionate advocate for employers throughout his career. He graduated from law school with honors, earning a concentration in employment law. In practice, he has represented countless employers, published articles, and presented at conferences on legal issues affecting employers.

## Honors and Recognitions

- *Chambers USA*, "Associates to Watch: Labor & Employment" (2024)

## Pro Bono and Community Involvement

- 2023 Pro Bono Panel for the U.S. District Court for the Southern District of Illinois (March 2023–March 2024)
- i9 Sports – Greater St. Louis County, Volunteer Youth Baseball Coach (2022–2024)
- Student Writers Studio, Board Member and Tutor (2019–2023)

## Speeches

- "A New Labor Landscape and Emerging Employment Issues for 2025," Missouri

## Practices

- Healthcare
- Life Sciences
- Manufacturing
- National Compliance and Multi-State Solutions
- Employment Litigation

## Education

- St. Louis University School of Law, J.D. 2013
- St. Louis University, B.A. 2009

## Admitted to Practice

- 8th Circuit Court of Appeals 2017
- Illinois - S.D. Ill. 2015
- Missouri - E.D. Mo. 2015
- Missouri - W.D. Mo. 2017
- Illinois 2015
- Missouri 2013

Association of Manufacturers, Midwest Manufacturers Trade Show & Conference (Branson, Missouri, February 2025) (Presenter)

- “Marijuana and Employment Law Update,” Missouri Association of Nursing Home Administrators (Columbia, Missouri, February 2024) (Presenter)
- “Marijuana Testing in the Workplace and Litigation Trends,” Missouri Association of Nursing Home Administrators (Columbia, Missouri, February 2024) (Presenter)
- “Employment Law Risk Management,” ICBA Risk Management Institute (St. Louis, Missouri, June 2023) (Presenter)
- “Employment Law Legal Update; Arbitration Case Law and Legislative Developments; and Remote Work Issues and Trends,” Missouri Bar Annual Labor & Employment Law Symposium Webinar (St. Louis, Missouri, April 2023) (Moderator and Presenter)
- “Arbitration: Case Law Roundup and Legislative Developments,” Missouri Bar 2022 Annual Labor & Employment Law Symposium (Kansas City, Missouri, November 2022) (Presenter)
- “Facts or Fibs: How to Spot them in an Internal Investigation,” Managing Your Workforce Seminar (St. Charles, Missouri, October 2019) (Presenter)