

## Compensable Time under FLSA

**James Gilliam**  
Associate, McNair Attorneys



James K. Gilliam is an Associate in our Myrtle Beach, South Carolina office. Jim's 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.

Prior to working at McNair, 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.

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