

# JUSTIN HOCKING, J.D.

## EXECUTIVE SUMMARY

I am an attorney with extensive experience providing legal counsel to businesses. Throughout my career I have gained advanced knowledge of commercial contracts, state and federal employment laws, data privacy laws, and regulatory compliance. I enjoy acting as a trusted advisor on matters of estate planning, business legal compliance, as well as drafting and negotiating a variety of business contracts and policies. My mission is to provide timely, practical legal advice that reduces legal exposure while supporting individual wealth and organizational growth and success.

## WORK EXPERIENCE

**Adjunct Professor** | College of Business | East Texas A&M University 2026-present

**Attorney/Owner** | Horizon Law Group, PLLC 2024-present

- Sole proprietor of a business law, real estate transactional, and estate planning law practice.

**Corporate Counsel** | Transportation Insight 2023-2024

- Drafted master service agreements and addenda for transportation logistics services. Reviewed and approved non-disclosure agreements, independent contractor agreements, corporate leases, and procurement contracts.
- Negotiated contract terms with internal stakeholders and clients' counsel to achieve business goals. Advised stakeholders of legal risk. Reported directly to General Counsel.

**Corporate Counsel** | Active Release Techniques 2023

- Served as in-house counsel for all legal matters related to the company and its international network of healthcare providers.
- Reviewed, drafted and redlined all sales contracts, insurance agreements, NDAs, and employment policies.
- Responsible for the company's intellectual property portfolio, including investigation of breaches of contract terms. Coordinated with outside counsel on litigation matters.

**Employment & Benefits Counsel** | Atlas Air 2021

- Served as in-house counsel for Employment and Benefits for a cargo airline with global operations and over 4,000 employees.
- Investigated employee complaints, regulatory agency audit findings, drafted reports and response letters, and made recommendations to General Counsel.
- Reviewed and redlined corporate contracts, addenda, SOWs, NDAs, and severance agreements.
- Managed outside counsel on employment litigation as well as 50-state/international employment law matters, including updates to corporate personnel policies.

- Advised business clients on legal issues related to employment including discrimination, disability accommodation and medical leave, wage and hour compliance, unemployment appeals, and many other state and federal employment issues.
- Successfully represented clients in EEOC investigations, unemployment appeal hearings, and payroll tax audits and investigations.
- Drafted business agreements including independent contractor agreements, non-disclosure and non-competition agreements, and asset purchase agreements.
- Assisted clients with the selection, formation, and filing requirements of various business entities.
- Held client interviews, drafted estate planning documents, and directed all signatories, witnesses, and notaries during the execution of final documents.

**Sr. Staff Attorney** | Employers Council

2012 – 2018

- Advised employers on a wide range of human resource and employment law issues including non-discriminatory hiring practices, workplace harassment, Title VII, FMLA, ADA, wage and hour compliance, COBRA, HIPAA, unemployment compensation claims, affirmative action planning, Affordable Care Act, disability accommodation, workers compensation, OSHA, work authorization, and wrongful termination.
- Represented employers by responding to EEOC charges of discrimination, including drafting and submitting position statements and attending mediation and negotiating favorable settlements.
- Provided group training to business management on advanced legal topics including discrimination in the workplace, harassment, performance documentation skills, Affordable Care Act, HIPAA, COBRA, and employee benefits.
- Trained human resource professionals on all labor law, employment law, and workforce planning topics for the PHR and SPHR certification exams. Maintained SPHR and SHRM-SCP certifications.

## BAR ADMISSIONS

Colorado | 2011 – present

Kentucky | 2021 – present

## EDUCATION

J.D. | Washburn University School of Law | 2011

B.A. | Political Science | Brigham Young University | 2005

## CERTIFICATIONS & AWARDS

Colorado Notary Public | 2022 – 2026

Certificate in Business & Transactional Law | Washburn University School of Law | 2011

CALI® Top Paper Award in Insurance Law | Washburn University School of Law | 2010