



James D. Cromley

ASSOCIATE

James focuses his practice on complex commercial litigation and has experience with trade secrets and employee mobility, class actions, and other disputes involving public and private companies.



Industries

[Private Companies](#)

Practices

[Complex Litigation](#)

[Trade Secrets, Non-Competes & Employee Mobility](#)

Education

Sandra Day O'Connor College of Law at Arizona State University, JD, magna cum laude

University of Miami, BBA

Offices

[Chicago](#)

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james.cromley@afslaw.com

James represents clients before state and federal courts as well as in arbitration and mediation. He is both a trusted advisor and a tenacious advocate.

Previous Work

Prior to joining the firm, James worked with the Civil Litigation Clinic at the Sandra Day O'Connor College of Law, interviewing and counseling clients, conducting discovery, drafting motions, and representing clients through mediation and settlement.

Before attending law school, James served as an Infantry Officer in the United States Marine Corps. He led Marines of the 1st Marine Division on two operational deployments, to countries including Afghanistan, Yemen, Kuwait, and Jordan. Following his overseas service, James was selected to serve as an instructor at the Expeditionary Warfare Training Group – Pacific. As a Captain, he leveraged his own operational experience to prepare senior officers and select foreign partners for their own crisis-response deployments abroad.

Pro Bono

James has represented clients in a wide range of pro bono matters including consumer fraud litigation and applications for asylum.

Professional Activities

— California Lawyers Association

— Chicago Bar Association

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Life Beyond the Law

James spends his free time visiting craft breweries, perpetually window-shopping for cars, and trying to convince his toddler to *please* put his shoes on.

Publications, Presentations & Recognitions

James' recent publications include:

- "UPDATE: Companies Defending Personal Injury or Wrongful Death Suits in Illinois Now Face Prejudgment Interest," June 29, 2021
- "Siting Authority Is Missing Link In Biden Power Line Initiative," *Law 360*, May 28, 2021
- "The Eleventh Circuit Joins the Majority in Rejecting a Heightened Ascertainability Requirement for Class Actions," May 25, 2021
- "Companies Defending Personal Injury or Wrongful Death Suits in Illinois Will Face Prejudgment Interest If New Bill Becomes Law," March 16, 2021
- "Going Beyond: When Can Courts Look Past the Record in an APA Review?" *Georgetown Environmental Law Review*, August 15, 2019
- "I Can't Get No Satisfaction: Illinois Revisits the Standard for Imposing Strict Liability on Nonmanufacturers," July 23, 2019
- "In the Field or in the Courtroom: Redefining the APA's Military Authority Exception in the Age of Modern Warfare," *51 Arizona State Law Journal 1163*, 2019

Bar Admissions

[California](#)

[Illinois](#)

Court Admissions

[US Court of Appeals, 4th Circuit](#)

[US District Court, Central District of California](#)

[US District Court, Northern District of California](#)

[US District Court, Northern District of Illinois](#)