ArentFox Schiff LLP
Attorneys

James D. Cromley

ASSOCIATE

James is both a trusted advisor and a tenacious advocate.



Industries

Private Companies

Practices

Complex Litigation
False Claims Act Investigations & Litigation
— Investigations
Trade Secrets, Noncompetes & Employee Mobility
Insurance & Reinsurance

Education

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

University of Miami, BBA

Offices

Chicago

Phone

312.258.5616

Email

james.cromley@afslaw.com

James is a skilled attorney with a strong background in complex commercial litigation. He focuses his practice primarily on the prevention and resolution of business disputes, including matters involving trade secrets and restrictive covenants, employee mobility, and various other conflicts among companies both public and private. He also has significant experience defending against class actions. James has built a strong record of achieving favorable outcomes for his clients by approaching each problem with creativity and flexibility.

He also has developed significant expertise in conducting internal investigations. James has been instrumental in helping navigate delicate situations involving varying allegations of misconduct, regulatory violations, and other compliance-related issues. His meticulous attention to detail, coupled with his deep understanding of the relevant legal and regulatory frameworks, enables him to assist in comprehensive investigations that minimize risk and exposure while also creating value for his clients. Moreover, his thoughtful approach and discreet manner ensure that sensitive matters are addressed with the utmost professionalism, confidentiality, and integrity.

James partners with his clients and invests in their success. He is always ready to help his clients through advice and counseling, mediation, arbitration, and litigation in state and federal courts.

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 ranging from consumer fraud litigation to applications for asylum.

Most recently, he served as a member of the trial team in *La Unión del Pueblo Entero, et al. v. Abbott, et al.*, Case No. 5:21-cv-844-XR in the U.S. District Court for the Western District of Texas, challenging Texas' Senate Bill 1, which has made it harder for thousands of Americans to cast their vote.

Publications, Presentations & Recognitions

James' recent publications include:

- "Trade Secrets 2026: USA – Illinois, Trends and Developments," (co-author) *Chambers Global Practice Guides* (2026)
- "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

Celebrating ArentFox Schiff's Veterans: James Cromley on Going From Military Service to Client Service

In 2010, James Cromley followed in his father's footsteps and joined the US Marine Corps. He was commissioned as a Second Lieutenant and then promoted to First Lieutenant in 2012, shortly before being deployed to Afghanistan. In 2015, while defending the US Embassy in Sana'a, Yemen, James was promoted again to Captain, and retained that rank until he left active duty in 2017.

Read more

Life Beyond the Law

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

Bar Admissions

California
Illinois

Court Admissions

US Court of Appeals, 4th Circuit
US Court of Appeals, 5th Circuit
US Court of Appeals, 7th Circuit
US District Court, Central District of California
US District Court, Northern District of California

US District Court, Northern District of Illinois
US District Court, Western District of Texas