



Matthew Lockaby

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Matt Lockaby is the founder and CEO of Axis HR Solutions, an HR consulting firm that, in addition to providing outsourced or fractional HR services, works with buyers and sellers in domestic and cross-border M&A transactions to preserve and optimize deal value by providing human resources, human capital, and cultural pre-deal due diligence services and post-transaction integration solutions.

Matt is also the founder and managing partner of Lockaby PLLC, a boutique labor-and-employment law firm that represents employers and management in nearly every aspect of labor-and-employment law, providing advice and counsel on day-to-day HR and personnel matters, drafting and negotiating a wide variety of employment-related agreements, including non-compete agreements, and defending discrimination, retaliation, harassment, and wage-and-hour claims. Matt also has significant M&A experience, working with both buyers and sellers to manage the complex labor-and-employment issues that arise during a merger or acquisition, often working in conjunction with corporate counsel and the entire deal team to help clients achieve the desired transaction goals, minimize the risks inherent in any integration, and ensure compliance with the myriad international, federal, state, and local laws and regulations.

Matt is an active member of the American Bar Association's Labor & Employment Law Committee and is the past Chair of the Kentucky Bar Association's Labor & Employment Law Section. He has been recognized by his peers as a Kentucky Super Lawyer in 2022 and 2023 and, previously, as a Kentucky Super Lawyer Rising Star from 2013 to 2018.

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