



**John T.L. Koenig, managing partner of the Atlanta office, maintains a national, full-service practice representing management exclusively in virtually all aspects of labor and employment law. He advises employers on the full array of personnel and union relations issues they face on a daily basis.**

John offers proven skill in guiding clients through traditional labor law matters such as collective bargaining, arbitrations, strike preparation, union organizing and NLRB cases. His union and industry experience is deep, and includes helping companies in their relationships with virtually every union. John frequently trains supervisors on remaining union-free and on effective and lawful communications during bargaining, strikes and organizing campaigns.

John provides advice and counsel to companies to drive compliance with such laws as Title VII, FMLA, ADEA, FLSA, OSHA and WARN. He works with executives and management to develop and implement practical and effective human resources and employee relations strategies to help avoid employee lawsuits. He defends companies before the EEOC, Department of Labor, OSHA and other administrative agencies, as well as in state and federal courts across the U.S. John drafts executive employment, separation and non-compete agreements, and advises on the safeguarding of confidential, proprietary and trade secret information and goodwill.

John is dedicated to serving in partnership with HR and business teams to develop and implement practical and effective labor and employee relations strategies. An effective communicator, John works diligently on strategic planning and execution that is grounded in his client's distinct commercial objectives, operations and the industries in which they operate.

John has cultivated long-term client relationships — a testament to his dedication to service. He truly enjoys the “people” aspect of serving as a trusted adviser, helping his clients deal effectively with labor unions and managing a workforce.

## John T.L. Koenig

### Partner

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### EDUCATION

Indiana University Robert H. McKinney  
School of Law, (J.D.), magna cum laude,  
1998

Indiana University-Bloomington, (B.A.),  
1990

### BAR ADMISSIONS

Georgia

Indiana

### COURT ADMISSIONS

U.S. Court of Appeals for the Eleventh  
Circuit

U.S. Court of Appeals for the Fifth  
Circuit

U.S. Court of Appeals for the Seventh  
Circuit

U.S. Court of Appeals for the Sixth  
Circuit

U.S. District Court for the Middle District  
of Georgia

U.S. District Court for the Northern  
District of Georgia

U.S. District Court for the Northern  
District of Indiana

U.S. District Court for the Southern  
District of Georgia

U.S. District Court for the Southern  
District of Indiana

### LANGUAGES

English

John's clients appreciate his calm approach to negotiations and litigation, and that he brings more than 20 years of experience to the table to guide them through even the most emotionally charged scenarios in a poised, effective manner. He is dedicated to providing sound advice and counsel to safeguard and promote his client's most important business goals.

John previously served as co-director of the Indiana Election Commission for then-Gov. Evan Bayh, elections deputy and legislative and public affairs director for the Indiana Secretary of State, and as outside general counsel to former Indiana Gov. Joe Kernan's campaign. While an undergrad, he was a member of the Indiana University football team.

## Professional and Community Involvement

Board member, Family Promise of North Fulton/DeKalb

Former board member, Sandy Springs Mission, Inc.

Former board member, Gleaners Food Bank of Indiana, Inc.

Former board member, Indiana Historical Society

Former board member, Indiana Kids First Trust Fund

## Honors

Georgia Super Lawyers, 2023-2024

State Bar of Georgia 2022 Commitment to Equality Award

Georgia Trend Magazine, Legal Elite, 2021

Chambers USA, 2015-2023

Barnes & Thornburg Camille Conway Diversity Award, 2021

BTI Client Service All-Star, 2015

Recipient, Sagamore of the Wabash awards from Indiana Gov. Evan Bayh and from Indiana Gov. Joe Kernan



## PRACTICES

Arbitration and Grievances

Collective Bargaining

Discrimination Defense

Emerging Companies and Venture Capital

Employment

Employment Litigation

Japanese Services

Labor and Employment

Labor Relations

National Labor Relations Board (NLRB)

Non-Compete and Trade Secrets

Union Avoidance

Wage and Hour

Workplace Culture 2.0

## INDUSTRIES

Motorsports