



**Nathan Baker represents employers in virtually every aspect of employment law, with a focus on employment litigation, day-to-day counseling and traditional labor issues. Regardless of the matter at hand, Nathan seeks to protect his client's primary concerns and bottom line by providing solutions that streamline utilitarian approaches to problem solving.**

Nathan has litigated cases in multiple jurisdictions covering the gamut of federal and state employment issues, including wage and hour investigations and audits, matters before the EEOC and state civil rights agencies, court actions alleging discrimination, harassment and wrongful termination, as well as matters involving the ADA, ADEA, FMLA and ERISA. Given the ever-changing landscape of employment law, Nathan emphasizes proactive, prevention-driven counseling designed to mitigate and avoid potential problems before they arise. He is sensitive to his client's specific needs when helping them navigate the often murky waters of managing a workforce.

Nathan works together with his clients to chart effective and efficient strategies unique to their situations in all types of labor relations challenges. His experience includes representing management in union-free training, arbitration hearings, unfair labor practice charges before the National Labor Relations Board (NLRB), and navigating clients through strikes and lockouts. Nathan also represents employers in collective bargaining negotiations and in resisting union organizing attempts.

Moreover, Nathan has also trained many employers with regard to their practices, policies and general handling of workforce relations. He has drafted and edited employee handbooks and employment agreements, and is a regular speaker at events and seminars hosted by clients, human resource, business and other professional groups and associations.

Nathan takes significant pride in his role as counselor. His dedication is manifest in a personal commitment to being responsive and ensuring his client's goals drive the legal agenda — as opposed to vice versa. Nathan

## Nathan A. Baker

### Partner

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### EDUCATION

University of Illinois Urbana-Champaign,  
(J.D.), with honors, 1997

Wabash College, (B.A.), cum laude,  
1994

### BAR ADMISSIONS

Indiana

### COURT ADMISSIONS

Indiana Supreme Court

U.S. Court of Appeals for the Seventh  
Circuit

U.S. District Court for the Central District  
of Illinois

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

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

### LANGUAGES

English

### PRACTICES

Arbitration and Grievances

Collective Bargaining

Commercial Litigation

Disability, Leave and Medical Issues

Discipline and Termination

Discrimination Defense

Downsizing and WARN Act

EEO Compliance

works closely with clients to ensure they have the necessary tools to address the legal challenges they face from an operational standpoint and business perspective.

Nathan was born and raised in the Midwest; however, his practice allows him the opportunity to serve clients from coast to coast and many points in between. He has represented employers from a wide variety of industries and professional sectors such as manufacturing, automotive, financial and banking, retail, utilities and medical, as well as foreign clients with U.S. facilities. He also works with public employers and has assisted towns, cities and counties with their labor and employment matters.

**Honors**

- The Best Lawyers in America, 2018-2024
- Indiana Super Lawyers, Rising Star, 2009, 2011-2012
- Martindale-Hubbell, AV Preeminent

Emerging Companies and Venture Capital

Employment

Employment Litigation

Human Resource Audits

Labor and Employment

Labor Relations

Litigation

Management and Employee Training

Mergers and Acquisitions - Labor Issues

National Labor Relations Board (NLRB)

Non-Compete and Trade Secrets

Union Avoidance

Wage and Hour

Workplace Counseling

Workplace Culture 2.0

**INDUSTRIES**

Education

Fraternities and Sororities

Nonprofit