



**Hans Murphy counsels and advises employers nationwide in virtually all aspects of managing their employment relationship with their workforce. Practical by nature, Hans identifies what each client wants to achieve, and then devises a balanced and actionable plan that suits their distinct business and operational imperatives.**

Hans negotiates and drafts employment agreements, confidentiality agreements, and non-competition and non-solicitation agreements. He advises on the creation and maintenance of effective policies and procedures to govern the workplace, as well as counsels employers with respect to disciplining and terminating employees, reductions in force, and ensuring that group terminations comply with the requirements of federal statutes and regulations. He also defends employers against contract, discrimination, harassment and wrongful discharge claims.

Hans has helped employers with a wide variety of legal matters, including claims involving breach of contract, defamation, discrimination, harassment and wrongful discharge. He has advocated employer positions in connection with privately negotiated settlements, arbitration proceedings and hearings, administrative proceedings, class and collective actions, and litigated claims in state and federal courts across the country, from the filing of a claim through trial and on appeal.

A featured speaker and educator, Hans regularly conducts trainings for employers on ways to improve their employment practices, and frequently presents at seminars for groups such as the Indiana Chamber of Commerce, the Association of Corporate Counsel and the Society for Human Resource Management, the Indiana Continuing Legal Education Forum (ICLEF), National Business Institute and Lorman. Hans authored the inaugural 2023 Edition of Indiana Labor and Employment Law for LexisNexis. He also has presented on such topics as hiring and firing employees in Indiana; protection of a company's intellectual property, trade secrets and confidential information; wage and hour issues in Indiana and throughout the country; preparing enforceable severance agreements; how the Affordable Health Care Act will affect employers; steps for effectively handling class action litigation; and properly

## Hannesson Murphy

### Partner

11 S. Meridian Street  
Indianapolis, IN 46204-3535

P 317-231-7210

F 317-231-7433

[hannesson.murphy@btlaw.com](mailto:hannesson.murphy@btlaw.com)

### EDUCATION

University of Miami School of Law,  
(J.D.), cum laude, 1997

Florida International University, (B.A.),  
international relations, cum laude, 1994

### BAR ADMISSIONS

District of Columbia

Florida

Indiana

### COURT ADMISSIONS

U.S. Court of Appeals for the Eleventh  
Circuit

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 District of  
Colorado

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

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

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

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

U.S. Supreme Court

### LANGUAGES

English

### PRACTICES

classifying workers as independent contractors.

In the last several years, Hans has provided legal counsel pertaining to non-competition, non-solicitation and trade secrets issues at the local, regional and national levels. He frequently lectures on the subject of 50-State Non-compete Enforcement, to assist employers with making sense of the different rules and regulations that apply in this area from state to state. Hans serves as the editor for the Practical Law Company's resources on Indiana non-compete laws and trade secrets. He also has published several articles for the Defense Trial Counsel of Indiana (DTCI) on non-compete enforcement, as well as a variety of other topics, and is a frequent contributor to the firm's employment blog, BTCurrents. Additionally, Hans has co-authored several guides for the Indiana Chamber of Commerce, including the current editions of the Indiana Chamber of Commerce's Indiana Employer's Guide to Monitoring Electronic Technology in the Workplace and the Indiana Chamber of Commerce's Indiana Guide to Hiring and Firing.

Hans is about cutting to the chase when it comes to what his clients need to succeed. He doesn't believe in wasting time, money or resources and focuses on advice and actions that diffuse stress and resolve issues. On many occasions, he protects his client's reputation and bottom line by keeping them out of court. However, in the event litigation should ensue, he is dedicated to serving as a formidable advocate.

Prior to joining Barnes & Thornburg, Hans was an attorney in the civil litigation practice of a Miami, Florida, commercial law firm, practicing in general civil litigation, including admiralty law, medical malpractice, products liability, commercial liability, insurance defense, personal injury and employment. Hans has been involved in much more than just employment disputes, which helps him to serve as a well-rounded adviser today.

## Professional and Community Involvement

Board member and general counsel, Timmy Global Health

Member, Indiana State Bar Association

Past chair, Defense Trial Counsel of Indiana Employment Section

Past president, Dade County Defense Bar Association

Past chair, Commercial Liability, Florida Defense Lawyers Association

## Honors

Exceptional Performance Citation, Defense Research Institute

The Best Lawyers in America, 2022-2024

Arbitration and Grievances

Class and Collective Actions

Discipline and Termination

Discrimination Defense

Downsizing and WARN Act

EEO Compliance

Employment

Employment Litigation

Executive Level (or C-Suite) Internal Investigations

Human Resource Audits

Labor and Employment

Management and Employee Training

Non-Compete and Trade Secrets

Sarbanes-Oxley and Dodd-Frank Acts

Wage and Hour

Workplace Counseling

Workplace Culture 2.0