



## Jonathan E. Kaplan

Shareholder

3725 Champion Hills Drive  
Suite 3000

Memphis, TN 38125

main: (901) 795-6695

direct: (901) 322-1229

fax: (901) 881-4333

jkaplan@littler.com



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## Focus Areas

Labor Management Relations

Training - Compliance, Ethics, Leadership

Policies, Procedures and Handbooks

Hiring, Performance Management and Termination

Discrimination and Harassment

Energy

## Overview

Jonathan E. Kaplan has devoted his entire career to representing management clients exclusively in all areas of labor relations, employment law, and human resources management. His practice spans litigation, training, and consulting, in which he has handled matters in more than 40 states and Canada. Jonathan practices extensively before the NLRB across the country, and also has been admitted specially to practice before the state courts in California, Florida, Illinois, Indiana, Kentucky, Michigan, New York, and Ohio. He also is a frequent speaker before management and legal groups and has published numerous articles on labor and employment issues.

## Professional and Community Affiliations

- Member, American Bar Association
- Member, Labor and Employment Section, American Bar Association
- Member, Practice and Procedure Under the NLRA Committee, American Bar Association
- Former Management Co-Chair, Subcommittee on Drug and Alcohol Abuse in the Workplace, Employee Rights and Responsibilities Committee, American Bar Association
- Former Chair, Labor and Employment Law Section, Tennessee Bar Association
- Member, Memphis Bar Association

- Member, Board of Directors, United Way - Mid-South

## Recognition

- Named, The Best Lawyers in America®, 2003-2023
- Named, Lawyer of the Year, Employment Law - Management, Memphis, *The Best Lawyers in America*®, 2016
- Named, America's Leading Lawyers for Business, *Chambers USA*, 2003-2020
- Named, International Who's Who of Management Labour and Employment Lawyers, *Who's Who Legal*, 2015
- Named, Super Lawyer, *Super Lawyers*, 2006-2015
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*

## Education

J.D., University of Memphis Cecil C. Humphreys School of Law, 1982

B.A., Rhodes College, 1979, *cum laude*

## Bar Admissions

Tennessee

## Courts

U.S. Supreme Court

U.S. Court of Appeals, 3rd Circuit

U.S. Court of Appeals, 5th Circuit

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 11th Circuit

U.S. Court of Appeals, D.C. Circuit

Tennessee Supreme Court

U.S. District Court, Western District of Tennessee

U.S. District Court, Middle District of Tennessee

U.S. District Court, Northern District of Mississippi

U.S. District Court, Southern District of Mississippi

U.S. District Court, Northern District of Indiana

U.S. District Court, Western District of Arkansas

U.S. District Court, Eastern District of Arkansas

U.S. District Court, District of Arizona

## Publications & Press

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

**Littler Ranked in 2019 Chambers USA Guide**

*Littler Press Release*

April 25, 2019

**Memphis Business Journal honors Jonathan Kaplan with Best of the Bar award**

*Memphis Business Journal*

March 15, 2019

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

**Littler Attorneys Named in 2018 Who's Who Legal Labour, Employment & Benefits Guide**

*Littler Press Release*

June 5, 2018

**Littler Ranked in 2018 Chambers USA Guide**

*Littler Press Release*

May 15, 2018

**Littler Attorneys Named in 2017 Who's Who Legal Guide**

*Littler Press Release*

September 28, 2017

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide**

*Littler Press Release*

May 26, 2017

**The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Littler Press Release*

August 16, 2016

**Chambers USA Recognizes Littler and Attorneys in 2016 Guide**

*Littler Press Release*

May 27, 2016

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Littler Press Release*

August 18, 2015

**Chambers USA Recognizes Littler and Its Attorneys**

*Littler Press Release*

May 20, 2015

**NLRB Expands Reach of NLRA by Finding Employee Who Sought Help From Coworkers For Her Sex Harassment Complaint Was Protected**

*Littler Insight*

August 19, 2014

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Littler Press Release*

August 18, 2014

**Littler and Its Attorneys Ranked In 2014 Chambers USA Guide**

*Littler Press Release*

May 23, 2014

**Best Quotes From the 2014 LEAP Conference**

*Business Management Daily*

March 20, 2014

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Littler Press Release*

August 15, 2013

**Littler Mendelson Named in the 2013 Chambers USA Guide**

*Littler Press Release*

May 24, 2013

**Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition**

*Littler Press Release*

September 7, 2012

**Littler Expands Tennessee Presence with New Memphis Office**

*Littler Press Release*

January 19, 2012

## Speaking Engagements

**The NLRB's Ambush Election Rule: One Year Later**

Littler Executive Employer, Phoenix, AZ

May 5, 2016

**2015 Southeast Employer Conference**

Atlanta, GA

August 20, 2015

**Managing and Winning Labor Arbitrations**

Littler Mendelson, Scottsdale, AZ

May 10, 2012

## Books & Book Chapters

- How to Take A Case Before the NLRB, with Supplement, *Bloomberg BNA*, 7th Ed., Senior Editor, 2007