



## Kathryn (McConnell) Stokes

Shareholder

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## Practice Areas

Litigation and Trials  
Unfair Competition and Trade Secrets  
HR Advice and Counsel  
Discrimination and Harassment  
Labor Management Relations  
Handbooks and Policies

## Overview

Kathryn (McConnell) Stokes has earned a reputation for providing best-in-class, efficient, and comprehensive service for her clients. Katy's litigation and counseling experience spans a wide array of industries, including retail, food and beverage, construction, staffing, telecommunications, manufacturing, transportation, advertising, automotive, payment solutions, and financing. She is a trusted advisor on all aspects of the employment relationship, a tenacious litigator, and a skilled negotiator. Katy is known for providing practical and business-forward advice both in compliance matters and on litigation matters to her clients. Katy works with her clients to find the best legal solution for their business needs. Katy's clients comprise of global and multijurisdictional domestic companies and she works daily with such clients to provide seamless solutions to complex legal issues regardless of where her client is located. Katy also has a passion for advising and defending emerging growth companies, small businesses, start-ups, and entrepreneurs. Katy also has extensive experience working with franchisors and franchisees throughout the U.S.

Katy counsels, trains, and defends multinational and domestic companies on employment law matters, including:

- Restrictive covenant and other employment-related agreements
- Discrimination, harassment and retaliation in the workplace
- Wrongful termination
- Wage and hour compliance and disputes

- Minimizing wage and hour exposure
- Commission and other incentive plans

Katy focuses on representing employers in complex employment litigation matters, including single and multiplaintiff actions and class and collective actions in the wage and hour, unfair competition, and employment discrimination/retaliation areas. She regularly defends employers in state and federal courts across the U.S. in lawsuits alleging discrimination, harassment, retaliation, wrongful discharge, emotional distress, FLSA and FMLA violations, breach of restrictive covenants, and other employment-related claims. Katy has extensive experience defending and mediating charges filed with the Equal Employment Opportunity Commission and equivalent state and local administrative agencies.

Katy also serves as the Georgia coordinator and liaison for Littler's Workplace Policy Institute (WPI) focusing on Georgia's state legislative and regulatory developments in employment and labor law. She assists the employer community in understanding the impact of Georgia legislation before it becomes law. Katy also serves on the Georgia Chamber of Commerce's Small Business Advisory Council.

Earlier in her career, Katy worked in the London office of an international law firm and was admitted as a Solicitor in England and Wales.

## Professional and Community Affiliations

- Board Member, VOX Teen Communications, 2016-present
- Vice Chair, Board Executive Committee, VOX Teen Communications, 2021-present
- Chair, Transition Committee, VOX Teen Communications, 2021-present
- Vice Chair, Governance Committee, 2020-present
- Member, International Franchise Association, 2018-present
- Strategic Partner, Entrepreneurs' Organization, 2019-present
- Small Business Advisory Council, Georgia Chamber of Commerce, 2019-present

## Recognition

- Member, *Leadership Georgia*, Class of 2022
- Named, Rising Star, *Super Lawyers*, 2018-2019

## Education

L.P.C., College of Law of England and Wales, 2005, *With Honors*  
B.A., University of Cambridge, 2004

## Bar Admissions

Georgia

## Courts

U.S. Court of Appeals, 11th Circuit  
Georgia Court of Appeals  
U.S. District Court, Northern District of Georgia  
U.S. District Court, Northern District of Florida

## **Publications & Press**

### **Georgia's Restrictive Covenants Act Does Not Require That Restrictive Covenants Contain Express Geographic Restriction**

*Littler ASAP*

September 13, 2024

### **Advance Your Firm With a Competitive Business Development Plan**

*Bloomberg Law*

October 27, 2023

### **Why Business Development Plans Fail Even When You Make the Time**

*Bloomberg Law*

October 20, 2023

### **Georgia Courts May Not Apply Foreign Law to Restrictive Covenants That Do Not Comply with the Georgia Restrictive Covenants Act**

*Littler ASAP*

September 19, 2023

### **Georgia Court: Nonsolicitation Clause Must Contain Geographic Limit**

*SHRM Online*

July 19, 2023

### **Georgia Court of Appeals: Non-Solicitation-of-Employees Covenant Must Contain Express Geographic Limitation**

*Littler ASAP*

July 11, 2023

### **Georgia Pushes Forward: Latest Order Offers Detailed Reopening Steps and A Preview for Other States**

*Littler ASAP*

April 25, 2020

### **CARES Act: Implications for Employers**

*Littler ASAP*

March 30, 2020

**Updates to Georgia Unemployment – What Does It Mean For Employers?**

*Littler ASAP*

March 24, 2020

**Wage and Hour Law Update for Restaurant Operators**

*HR Professionals Magazine*

February 28, 2018

**Littler Adds Two Shareholders to Atlanta Office**

*Press Release*

November 27, 2017

**Events & Speaking Engagements**

**Transportation Roundtable**

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2023

**Lessons Learned from COVID-19: Strategies to Be Prepared and To Mitigate Risk in a Post-Pandemic World (or To Survive in a Pandemic World)**

SOAHR Conference

September 2021

**COVID-19 in the Workplace: Compliance Challenges/Hot Topics**

American Forest & Paper Association GCCC Virtual Meeting

Spring 2021

**What to Expect Under a Biden Administration**

SHRM Atlanta Webinar

March 10, 2021

**2020 Year in Review and What to Expect in 2021**

Atlanta, GA

January 27, 2021

**Speaker 2020**

SOAHR Conference

**Speaker**

Entrepreneurs Organization Accelerator Learning Day

**Common Employment Law Pitfalls**

Startup and founder-led company training

**Manager Bootcamp - Merging Employment Law Fundamentals into Management Essentials**

Atlanta, GA

November 6, 2019

**Common Employer Questions: Paycheck Protection Program and Emergency Disaster Injury Loans**

Client Webinar

April 23, 2019