

Kathryn (McConnell) Stokes

Shareholder

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Focus Areas

Litigation and Trials
Unfair Competition and Trade Secrets
Hiring, Performance Management and Termination
Discrimination and Harassment
Labor Management Relations
Policies, Procedures and Handbooks
Littler X-celerator Toolkits

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 Insight

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

Littler Press Release

November 27, 2017

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

Common Employment Law Pitfalls

Startup and founder-led company training

Speaker 2020

SOAHR Conference

Speaker

Entrepreneurs Organization Accelerator Learning Day

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