

## Kathleen B. Dodd Barton

### Counsel

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### Services

Securities  
Labor & Employment  
Employment Litigation & Class  
Actions  
Employment Counseling  
International Employment Issues  
Labor Relations  
RIFS & Severance Plans  
Wage & Hour  
Litigation

### Industries

Food, Restaurant & Beverage  
Financial Services

Katie Barton is a seasoned employment law counselor and litigator for clients in Georgia and nationwide who strategically, efficiently, and practically solves challenges.

Katie regularly counsels management on employment issues, such as leaves of absence, disability accommodations, severance agreements, wage and hour compliance, performance management, employment policies, and employee handbooks. Katie also trains managers and employees on a variety of employment topics, including prohibitions against workplace harassment, discrimination, and retaliation, and conducts and oversees related investigations. With her counseling, Katie helps clients reduce the risk of employment-related lawsuits and focus on their business. When disputes arise, however, Katie is an experienced and zealous advocate and litigator. Her litigation experience includes successfully representing management in employment litigation under Title VII, the FLSA, the ADEA, the ADA, and the FMLA, and before the EEOC and state civil rights agencies. Katie also has experience litigating, counseling clients on, and drafting restrictive covenants, non-compete agreements, and non-solicitation agreements. Katie additionally conducts FLSA audits for management and regularly performs labor and employment due diligence on sales, acquisitions, and mergers.

Katie's traditional labor experience includes regularly representing management first-chair in labor arbitrations



and counseling management on matters arising under collective bargaining agreements.

Prior to joining the firm, Katie clerked for the office of the General Counsel at the University of Tennessee, where she worked primarily on labor and employment matters. During law school, she was the Best Preliminary Round Oral Advocate in the 2007 Robert F. Wagner Labor & Employment Moot Court Competition.

Katie's pro bono work includes representing victims of domestic violence and stalking in obtaining temporary protective orders. Katie serves on Partnership Against Domestic Violence's Board of Directors and Executive Committee.

Katie was recognized as a Georgia "Rising Star" in 2020 and the seven years immediately preceding for Employment & Labor Law by *Super Lawyers* magazine.

In her personal time, Katie plays monster trucks and builds robots with her two sons, plays tennis, and attends local art festivals.

## **Experience**

Represented a Georgia-based employer in an action brought by our client in multiple states against a former employee and his new employer alleging breach of the former employer's non-competition agreement and misappropriation of trade secret and confidential information. Aggressively pursued discovery and injunction relief in multiple states and ultimately obtained a favorable settlement.

Provide regular advice and counseling to employers across the country concerning restrictive covenant drafting and enforcement, including drafting restrictive covenants to comply with applicable state law, reviewing restrictive covenants of employees clients wish to hire, and aggressively pursuing pre-litigation resolution of breach of restrictive covenants.

Provided regular advice and counseling to a restaurant software provider with employees in multiple states concerning confidentiality, non-solicitation, and invention assignment agreements, compliance with state and federal wage and hour laws, compliance with local ordinances, and employee handbooks and policies.

Serve as labor and employment law expert in mergers and acquisitions. For buyers, conduct extensive labor and employment due diligence to identify any labor and employment law issues of the seller that would materially affect the deal, such as misclassification of employees, compliance with background check requirements, and I-9 compliance. For sellers, review seller's labor and employment practices and policies to identify any areas of weakness before being put up for sale.

Conducted an internal wage and hour audit to evaluate exempt status of certain positions for an Atlanta-area

college and for an Atlanta-area automobile distributor.

### **Education**

University of Tennessee College of Law J.D. (2007) *summa cum laude*, *Order of the Coif*

University of Georgia B.A. (2003) Public and International Affairs, *magna cum laude*

### **Admissions**

Georgia (2007)

### **Court Admissions**

Georgia State Court (2007)

Georgia Superior Court (2007)

U.S. Court of Appeals for the Eleventh Circuit (2009)

U.S. District Court for the Northern District of Georgia (2007)

### **Professional & Community Activities**

Partnership Against Domestic Violence (PADV), Board of Directors, Member

### **Insights**

#### [Webinars](#)

President Biden's First 120 Days: The Impact on Labor and Employment

May 20, 2021

#### [Webinars](#)

The First 60 Days: The Blue Wave's Crash on Labor and Employment

March 23, 2021

#### [Alerts](#)

New York Federal Court Strikes Down Key Provisions of DOL Joint-Employer Rule

September 11, 2020

#### [Alerts](#)

Discrimination Against Gay and Transgender Employees Unlawful Under Title VII

June 15, 2020



### [Alerts](#)

DOL Issues Important Overtime Update for Commission-Based Retail and Service Industry Employees  
May 27, 2020

### [Alerts](#)

San Francisco Issues Emergency Sick Leave Ordinance for Employers of 500+ Employees  
April 21, 2020

### [Alerts](#)

Layoffs, Furloughs, and Terminations: Practical Considerations for Employers in the Age of COVID-19  
March 27, 2020

### [News Releases](#)

Kilpatrick Townsend Attorneys Named 2020 Georgia Super Lawyers  
March 6, 2020

### [Perspectives](#)

Retail and Consumer Goods Team Alert | 2020 VISION  
January 16, 2020

### [Alerts](#)

DOL Publishes New Rule on Overtime Eligibility  
September 25, 2019

### [News Releases](#)

Kilpatrick Townsend Achieves Recognition for 2019 Georgia Super Lawyers  
February 28, 2019

### [Perspectives](#)

5 Key Takeaways: How to Prevent and Address Workplace Discrimination and Harassment in the #MeToo Era  
July 9, 2018

### [In The News](#)

On the Rise: Katie Barton  
June 28, 2018



## [Events](#)

Don't Be a Headline: How to Prevent and Address Workplace Discrimination and Harassment in the #MeToo Era  
May 22, 2018

## [Perspectives](#)

Kilpatrick Townsend Closes \$207 Million Acquisition for AT&T  
March 19, 2018

## [News Releases](#)

Kilpatrick Townsend Once Again Achieves Recognition for 2018 Georgia Super Lawyers  
February 28, 2018

## [Alerts](#)

New California Law Requires Small Employers to Provide Unpaid Baby-Bonding Leave  
October 16, 2017

## [News Releases](#)

Kilpatrick Townsend's Kathleen Barton Appointed to Partnership Against Domestic Violence's Board of Directors  
July 31, 2017

## [News Releases](#)

Kilpatrick Townsend Elevates New Counsel  
April 20, 2017

## [News Releases](#)

Kilpatrick Townsend Announces 2016 Kilpatrick Townsend Pro Bono Awards  
April 12, 2017

## [News Releases](#)

Kilpatrick Townsend Once Again Achieves Recognition for 2017 Georgia Super Lawyers  
February 28, 2017

## [Alerts](#)

EEOC Issues Updated Guidance on Workplace Retaliation  
September 2, 2016



### [Alerts](#)

A Few Highlights From The Newly-Enacted Federal Defend Trade Secrets Act

May 18, 2016

### [Alerts](#)

New California Law Gives Employers an Opportunity to Avoid Certain Lawsuits Alleging Defective Wage Statements

October 7, 2015

### [Alerts](#)

DOL Releases Proposed Changes to White-Collar Exemption Rules Estimated to Affect Five Million Employees

July 1, 2015

### [News Releases](#)

Kilpatrick Townsend Once Again Achieves Recognition for 2015 Georgia Super Lawyers

February 26, 2015