



Michael P. Elkon

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Service Focus

- Employee Defection and Trade Secrets
- Privacy and Cyber
- Litigation and Trials

Overview

Michael Elkon is a partner in the Atlanta office and Co-Chair of the Employee Defection and Trade Secrets practice group. He helps companies recruit talent from competitors in a legal fashion and ensures that former employees do not exploit companies' key information and relationships.

Michael has significant experience in providing advice and handling litigation relating to covenants not to compete, non-solicitation and non-disclosure provisions, employee raiding, trade secrets, the duty of loyalty, deceptive trade practices under state and federal law, the Computer Fraud & Abuse Act (CFAA), and state computer protection statutes.

Michael has successfully litigated dozens of employee defection and recruitment matters in numerous state and federal courts. In addition to litigating, Michael drafts restrictive covenants for numerous different types of agreements and counsels clients on protecting their confidential information and customer relationships, as well as recruiting talent.

Michael also advises clients and handles litigation regarding a bevy of other employment laws, including Title VII, Section 1981, the Fair Labor Standards Act (FLSA), the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), Employee Retirement Income Security Act (ERISA), and state assault and battery laws.

Michael has been included in *Georgia Super Lawyers - Rising Stars* or *Georgia Super Lawyers* every year since 2010. He also worked with the Georgia Legislature and appeared before its Judiciary Committee regarding the Georgia non-compete statute (HB 173) in the 2009 Legislative Session.

Credentials

Education

- J.D., 2000, University of Virginia School of Law
- B.A., 1997, with High Distinction, University of Michigan

Bar Admissions

- Florida
- Georgia

Court Admissions

- Georgia Court of Appeals
- Georgia Supreme Court
- U.S. Court of Appeals for the Eleventh Circuit
- U.S. Court of Appeals for the Sixth Circuit
- U.S. District Court for the District of Colorado
- U.S. District Court for the Middle District of Georgia
- U.S. District Court for the Northern District of Georgia

Recognitions

- Recognized in *The Best Lawyers in America* (2023 - 2024)

Insights

INSIGHTS

03/21/24

NYC Lawmakers Consider Broad Non-Compete Ban: What Businesses Need to Know

Risa B. Boerner, Melissa (Osipoff) Camire, Michael P. Elkon

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INSIGHTS

02/01/24

SCOTUS Predictions: Blockbuster Decision Will Dismantle Workplace Regulations

Sheila M. Abron, Caroline Cheek, J. Randall Coffey, Michael P. Elkon, R. Bryan Holbrook, Ralph Hua, Matthew R. Korn, Erik M.

Laiho

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INSIGHTS

12/01/23

FP's Workplace Law Forecast 2024

Cheryl L. Behymer, Steven M. Bernstein, Sheldon J. Blumling, Risa B. Boerner, Colin P. Calvert, Kathleen McLeod Caminiti, Jocelyn Campanaro, Jennifer B. Carroll, Collin D. Cook, Laurel K. Cornell, Germán de la Garza De Vecchi, Michael P. Elkon, Todd Alan Ewan, Todd A. Fredrickson, Christopher C. Hoffman, David S. Jones, Usama Kahf, Karl R. Lindegren, Todd B. Logsdon, Todd A. Lyon, Michael R. Marra, Suzanne Kelly Michael, Michael S. Mitchell, Joshua D. Nadreau, Kristen J. Nesbit, Alden J. Parker, Cheryl Pinarchick, John M. Polson, Andrea Brizio Rivas, Andria Lure Ryan, Nan Sato, Todd B. Scherwin, Matthew R. Simpson, Adam F. Sloustcher, Kristin L. Smith, Shanon R. Stevenson, Hannah Sweiss, J. Hagood Tighe, Travis Vance, David J. Walton, Sheila M. Abron, Erica G. Wilson, William D. Wright, Robert Yonowitz

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EVENT

Thursday, September 21, 2023 and Tuesday, September 26, 2023

Restrictive Covenants and Trade Secrets in the Post-Pandemic World

Michael P. Avila, Barbara Jean D'Aquila, Michael P. Elkon, Andrew Froman, Rick Grimaldi, Kathleen Laubenstein, Christopher P. Stief, Robert Yonowitz

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INSIGHTS

07/07/23

Top Workplace Law Stories You May Have Missed from June 2023

Alyssa Levy Andalman, Amanda M. Blair, Risa B. Boerner, Suzanne K. Bogdan, Michael E. Bonner, James S. Bradbury, Melissa (Osipoff) Camire, Jennifer B. Carroll, Myra K. Creighton, Jeffrey M. Csercsevits, Deepa K. Desai, Benjamin M. Ebbink, Michael P. Elkon, Darcey M. Groden, Brian Guerinot, Andrew J. Hoag, Wendy Hughes, Matthew R. Korn, Anne Yarovoy Khan, Kenneth A. Knox, Emily N. Litzinger, Todd A. Lyon, Danielle Hultenius Moore, Andreas Mosby, Joshua D. Nadreau, Raymond W. Perez, George A. Reeves III, Justin Reiter, Jenna B. Rubin, Nan Sato, Brent Sedge, Julia A. Sherwood, Kristin L. Smith, Shane Stover, Henry Thomson-Smith, Megan E. Walker, David J. Walton, Sheila M. Abron, Erica G. Wilson, Franklin Z. Wolf, Annie Ziesing

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INSIGHTS

06/27/23

Georgia Employers Must Act Now as Recent Court Decision Potentially Invalidates Most Employee Non-Solicitation Covenants

Michael P. Elkon

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INSIGHTS

06/02/23

Top Workplace Law Stories You May Have Missed from May 2023

Emily Alvarez, Alba V. Aviles, Steven M. Bernstein, Amanda M. Blair, Ted Boehm, Risa B. Boerner, Suzanne K. Bogdan, Melissa (Osipoff) Camire, Jennifer B. Carroll, Charles S. Caulkins, J. Micah Dickie, Benjamin M. Ebbink, Michael P. Elkon, Michael R.

Greco, Rick Grimaldi, Rebecca Hause-Schultz, Megan L. Janes, David S. Jones, Sean Kingston, David Klass, Matthew R. Korn, Edwina C. Kye, Courtney Leyes, Jeffrey E. Mandel, John A. Mavros, Mary Grace Miller, Catharine Morisset, Joshua D. Nadreau, Karen L. Odash, Brett P. Owens, Alden J. Parker, Dean L. Petitta, Arthur L. Ramirez, Robin Repass, Christopher P. Stief, Connie Yang, Travis Vance, Alexander A. Wheatley, Kristin R.B. White

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INSIGHTS

05/25/23

FTC's Non-Compete Ban Reportedly Delayed Until 2024: Your 7-Step Guide While Waiting

Michael P. Elkon

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INSIGHTS

03/03/23

Top Workplace Law Stories You May Have Missed from February 2023

Davis C. Bae, Phillip C. Bauknight, Steven M. Bernstein, Michael E. Bonner, Tatiana S. Chiu, Jocelyn Campanaro, Patrick M. Dalin, Theresa D'Andrea, Anet Drapalski, Michael P. Elkon, Todd Alan Ewan, Benjamin M. Ebbink, Darcey M. Groden, Marty Heller, Corina Johnson, Usama Kahf, Seth D. Kaufman, Todd A. Lyon, Radhika Mehta, Brett P. Owens, Kayla M. Panek, Deniz Uzel Reilly, Joel W. Rice, Craig P. Siegenthaler, Hannah Sweiss, Henry Thomson-Smith, J. Hagood Tighe, Sarah Wieselthier, Megan C. Winter, Franklin Z. Wolf, Jeremy F. Wood

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INSIGHTS

02/09/23

5 Employer Takeaways – and Predictions – From Biden's 2023 State of the Union

Davis C. Bae, Steven M. Bernstein, Michael P. Elkon, J. Hagood Tighe, Megan C. Winter

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