

## **Michael P. Elkon**

### ***Partner***

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### ***Service Focus***

- Employee Defection and Trade Secrets
- Data Security and Workplace Privacy
- 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)

## ***Insights***

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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, Heather Domingo, 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,

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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

[Read more →](#)

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

[Read more →](#)

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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

[Read more →](#)

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PODCASTS

01/31/23

## Manufacturing Success, Episode #2: The FTC's Massive Step Toward Limiting Restrictive Covenants

Michael D. Carrouth, Michael P. Elkon

[Read more →](#)

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NEWS

01/13/23

## EDTS Co-Chair Shares What Healthcare Employers Should Know About the FTC's Proposed Ban on Non-Competes

Michael P. Elkon

[Read more →](#)

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INSIGHTS

10/31/22

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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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EVENT

01/18/23

## The End of Non-Competes As We Know Them? An Action Plan for Employers

Michael P. Elkon, Cheryl Pinarchick, David J. Walton

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INSIGHTS

12/30/22

## Fisher Phillips' Top 10 Workplace Law Predictions for 2023

Davis C. Bae, Steven M. Bernstein, Risa B. Boerner, Kathleen McLeod Caminiti, Michael P. Elkon, Usama Kahf, Todd B. Logsdon, Todd A. Lyon, Richard A. Millisor, Raymond W. Perez, Michelli Rivera, Shanon R. Stevenson, J. Hagood Tighe, Travis Vance, Robert Yonowitz

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NEWS

02/09/22

## FP's Workplace Law Forecast 2023

Davis C. Bae, Phillip C. Bauknight, Cheryl L. Behymer, Steven M. Bernstein, Sheldon J. Blumling, Risa B. Boerner, Suzanne K. Bogdan, Kathleen McLeod Caminiti, Laurel K. Cornell, Myra K. Creighton, Jennifer B. Carroll, Michael P. Elkon, David W. Erb, Ilanit Fischler, Jason A. Geller, Rosemary S. Gousman, Susan M. Guerette, Usama Kahf, David R. Kresser, Emily N. Litzinger, Todd B. Logsdon, Todd A. Lyon, Jennifer Mendez, Richard R. Meneghello, Richard A. Millisor, Stephen C. Mitchell, Joshua D. Nadreau, Raymond W. Perez, Cheryl Pinarchick, John M. Polson, Michelli Rivera, Todd B. Scherwin, Evan Sherkman, Adam F. Sloustcher, Kristin L. Smith, Shanon R. Stevenson, J. Hagood Tighe, A. Kevin Troutman, Travis Vance, Sheila M. Willis, Megan C. Winter, Colette F. Wolf, Robert Yonowitz

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## Atlanta Partner Discusses Non-Compete Bans for Low-Wage Workers

Michael P. Elkon

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