FORDHARRISON

JOHN L. MONROE, JR.

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In 2024, John was elected to serve as FordHarrison's Managing Partner, overseeing the firm's strategy and operations for all of its offices.

John represents employers in the litigation and arbitration of virtually every type of claim that may arise out of the employment relationship. These claims include actions to enforce restrictive covenants, employment discrimination and harassment, breach of contract, unfair competition, misappropriation of trade secrets, claims arising under state and federal wage and hour laws and family medical leave laws, employment/business torts, claims involving minority shareholder rights and business "divorces." John has extensive experience prosecuting and defending claims involving non-solicitation, non-competition and nondisclosure covenants including actions for injunctive relief, and has tried numerous jury cases to verdict.

John is admitted to practice before the trial and appellate courts of Georgia and North Carolina. In addition to being FordHarrison's Managing Partner, John is a member of the firm's Executive Committee and Diversity Executive Council. John is involved in a number of professional and community organizations including the Lawyers Club of Atlanta and the Atlanta Bar Association. John has also been actively involved in youth sports having coached baseball and football and serving as a League Director for the football program at Northside Youth Organization.

Representative Experience

- In a jury trial, recovered $1.65 million for a minority shareholder who asserted a breach of fiduciary duty claim.
- In a jury trial, the plaintiff corporation sought an eight-figure recovery from the firm's client on a claim of misappropriation of trade secrets. Successfully obtained a directed verdict in favor of the defendant on all damage claims. That ruling resulted in the settlement of the case on favorable terms.
- Convinced a federal jury to return a defense verdict in a reverse race discrimination trial despite direct evidence that the plaintiff's race was a factor in the decision to terminate

EDUCATION

- University of North Carolina School of Law (J.D., *with honors*, 1987)
- University of North Carolina (B.A., *with honors*, 1984)

BAR ADMISSIONS

- Georgia
- North Carolina

COURT ADMISSIONS

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

FIRM LEADERSHIP

- Firmwide Managing Partner
- Executive Committee
- Management Group
- Diversity Executive Council

the plaintiff's employment.

- John convinced a state court jury to return a defense verdict in a case brought by the estate of a deceased employee who, based on the terms of an employment contract, sought an ownership interest in the company and over $1 million in damages.
- John led a team of FordHarrison attorneys in successfully obtaining dismissal of direct and derivative claims brought by a minority shareholder against current and former corporate officers and directors accused of financial misdealings, corporate waste and other breaches of fiduciary duty.
- John obtained a defense verdict in a claim in which the plaintiff sought over $500,000 in alleged unpaid commissions and a 25% ownership stake in the defendant company.
- In a five plaintiff sexual harassment lawsuit, John obtained summary judgment in favor of management on all harassment and discrimination claims.
- In a lawsuit John brought on behalf of two financial industry executives, John was able to obtain an order enjoining enforcement of, and invalidating non-competition and non-solicitation covenants entered into when the executives sold their interests in their wealth management company to their new employer.

Honors & Awards

- AV® Preeminent Peer Review Rated by Martindale-Hubbell
- *Chambers USA: America's Leading Lawyers for Business,* Labor & Employment
- *The Best Lawyers in America* – Employment Law - Management, and Litigation - Labor and Employment Law (2005 - 2027)
- "Georgia Super Lawyers" and "Super Lawyers – Corporate Counsel Edition" by *Super Lawyers* magazine

Memberships

- American Bar Association
- Atlanta Bar Association
- Lawyers Club of Atlanta

News & Insights

- July 25, 2025 - "FordHarrison Sees Demand Through the

Roof for Counsel on Trump Administration's Labor Law Enforcement", Law.com

- June 07, 2024 - FordHarrison Named Among Top Labor and Employment Law Firms in 2024 by Chambers USA
- January 03, 2024 - "FordHarrison Taps Atlanta Atty As New Managing Partner," Law360
- August 17, 2023 - Fourteen Atlanta-Based FordHarrison Attorneys Listed in the 2024 Best Lawyers in America and Five Listed in Ones To Watch
- June 01, 2023 - FordHarrison Recognized by Chambers USA 2023 in Georgia

Offices

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