Thomas H. Christopher

Retired Partner



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Services

Employment Litigation & Class Actions

International Employment Issues

Labor & Employment

Trade Secrets

Wage & Hour

Tom Christopher has extensive experience in employment and labor law, including the restrictive covenant and confidential information area. He has litigated multi-party, class action, collective action and individual cases in over 30 states and successfully defended employers in a wide variety of discrimination, harassment, wage and hour and wrongful discharge cases. He regularly advises clients in connection with restrictive covenant and confidential information matters, privacy issues, and international labor and employment law issues.

Mr. Christopher has been recognized in *The Best Lawyers in America*® for Labor & Employment Law. He was named a Georgia "Super Lawyer" in the area of Employment & Labor by *Super Lawyers* magazine. He is listed in the 2020 and the 11 years immediately preceding editions of *Chambers USA: America's Leading Lawyers for Business* for Labor & Employment Law. Mr. Christopher was recognized by *The International Who's Who of Business Lawyers* in 2013 and 2014 for Management Labor & Employment. In 2015, he was recommended by *Legal 500 US* for Trade Secrets Litigation. Mr. Christopher is AV® rated by Martindale-Hubbell*.

Experience

Obtained damages judgment for a national beverage manufacturer.

Kilpatrick Townsend successfully completed its representation of a pipeline contractor in Alabama federal court against two affiliated subcontractors. The subcontractors asserted over $15 million in claims against our client. We moved to dismiss one of the subcontractors' claims on the grounds of improper forum. The court granted our motion, and the parties later settled the claims on favorable terms for our client. The terms of the settlement are confidential.

Represented a major beverage company in class action brought under New Jersey and New York law on behalf of all route sales personnel (approximately 1,900) claiming that the company had misclassified them as exempt from the overtime provisions of state law, and seeking six years of back overtime pay. Obtained dismissal of the New York class and settled the New Jersey class on favorable terms.

Represented a major North American beverage company in a putative class action brought by seven route salespeople seeking to represent a class alleging FLSA, age and race discrimination claims against our client in the Southern District of New York. Following initial discovery, we successfully convinced the plaintiffs that the case could not be certified and then settled the individual claims on

terms favorable to our client.

Represented a major beverage company in a state-wide class action contending that our client's 800+ route salespeople were not exempt from the overtime requirements of California wage laws by virtue of the Outside Sales Exemption. The matter was settled on terms favorable to our client.

Represented a major North American bottled water company in a class action brought in Los Angeles County Superior Court. Plaintiffs filed a class action complaint on behalf of themselves and similarly situated California route sales representatives alleging that our client denied overtime pay, rest periods and meal breaks to more than 1,000 of its former and current employees in violation of California law. Negotiated a favorable settlement of all claims.

Represented an aerospace manufacturing company in a race discrimination class action lawsuit in which we defeated class certification and achieved dismissal of all individual claims through subsequent summary judgments.

The firm served as lead counsel for a national baking company in benefits litigation, resulting in defeat of a request for injunction to award medical benefits to striking workers.

Education

University of Alabama J.D. (1976)

Vanderbilt University Undergraduate

Admissions

Georgia (1977)

Alabama (1976)

Clerkships

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Professional & Community Activities

American Bar Association, Labor and Employment Law Section, Member of the International Labor and Employment Law Subcommittee and Committee on Employee Rights and Responsibilities, Co-Chair of Subcommittee on Alternatives to Litigation, Past Co-Chair of Subcommittee on Covenants Not to Compete and Trade Secrets, Former Co-Chair of Subcommittee on Health Issues in the Workplace

Episcopal Diocese of Atlanta, Vice Chancellor (Attorney)

Kids 4 Peace USA, Board Member and Secretary

BCM, an organization that assists individuals in financial distress and provides housing for homeless families, Former Chairman of the Board

Mental Health Association of Metropolitan Atlanta, Former President

St. Lawrence School, Advisory Board

Insights

AUGUST 20, 2026 **NEWS RELEASES**

Kilpatrick Attorneys Once Again Earn Outstanding Recognitions in 2027 Edition of The Best Lawyers in America®

AUGUST 20, 2026 **NEWS RELEASES**

Kilpatrick Attorneys Recognized in 2027 Edition of Best Lawyers: Ones to Watch® in America

DECEMBER 30, 2024 **PUBLICATION**

Crocs Versus Dawgs: The Federal Circuit Holds That Falsely Stating a Product is “Patented” Can Lead to A False Advertising Claim

OCTOBER 17, 2024 **ALERT**

Crocs Versus Dawgs: The Federal Circuit Holds That Falsely Stating a Product is "Patented" Can Lead to A False Advertising Claim

AUGUST 16, 2024

NEWS RELEASES

131 Kilpatrick Attorneys Recognized in 2025 Edition of Best Lawyers: Ones to Watch in America®