



Ronald G. Polly, Jr.

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Ron Polly is Partner-in-Charge of the Atlanta office of Hawkins Parnell Thackston & Young LLP. He is also Chairman of the Firm's Labor and Employment Practice Group. His practice is national in scope representing companies ranging from the *Fortune* 500 to small privately held entities and public employers.

PROFESSIONAL EXPERIENCE

Ron has expertise in counseling and litigation, and he handles complaints from the initial charge through the trial and appellate stages. To date, the range of litigation matters Ron has handled includes, among other things, Title VII, ADEA, ADA, EPA, FMLA, USERRA, STAA, FLSA, and other similar state statutes. In addition, Ron handles both class and collective actions involving claims of discrimination and wage hour issues. Apart from standard discrimination lawsuits, Ron has considerable experience prosecuting and defending matters involving misappropriation of trade secrets, breach of restrictive covenants, tortious interference with contractual and business relations as well as breach of loyalty and fiduciary obligations.

PROFESSIONAL AFFILIATIONS

- ALFA International
 - Chair, Labor & Employment Section
- State Bar of Georgia
- Atlanta Bar Association
- American Bar Association
- Defense Research Institute

HONORS

Ranked in Chambers USA (2011)

PRESENTATIONS

"Acceptable Risks: The intersection of Insurance Law, Business and Employment" *ALFA EPLI* (June, 2008)

"Employer of the Year or The Office: Which One Are You?" *ALFA Labor & Employment Seminar* (October, 2007)

"Your Ally in Fighting the Good Fight", *ALFA EPLI* (May, 2007)

Program Chair, *ALFA International Client Seminar*, Tucson, Arizona (2006)

"A decent Proposal? Taking an Employment Law Claim to Verdict" *ALFA ICS* (March, 2006)

2006 *Motorcoach Expo* (January, 2006)

PRACTICE AREAS

Business Litigation
Labor & Employment

EDUCATION

J.D., University of Kentucky
College of Law, 1991
B.S., University of Virginia,
1987

BAR ADMISSIONS

Georgia

COURTS

United States Court of
Appeals, 11th Circuit

United States District Court
for the Middle District of
Georgia

United States District Court
for the Northern District of
Georgia

Ronald G. Polly, Jr. (*Cont.*)

Southeastern Pool and Spa Show (2005 and 2006)

"Under Siege: Communicating with the Client - Computer Aided Decision Tree Risk Analysis", *ALFA Labor & Employment Seminar* (November, 2004)

"Risky Business: The Wages of Sin", *ALFA ICS* (March, 2003)

ARTICLES AND PUBLICATIONS

- The Employee Free Choice Act: A Brave New Workplace

TRIALS

- Sylvia Cervantez v. CSK Auto, Inc.
- Denia D. Barr v. J.B. Hunt Transport, Inc.
- Johnny L. Mathis v. Leggett & Platt
- Joseph Bernard v. SSA Security, Inc.
- Latricia Hughes v. Clayton County School District
- Lewis Masters v. City of East Point
- Juanita Redmond v. City of East Point

NEWS

- Ron Polly Honored in the 2011 Chambers USA
 - Labor & Employment California Trial Victory
 - Ron Polly and Alex Barfield Win Summary Judgment in Employment Case
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