

## Nathan A. Baker

### Partner

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Nathan Baker is a partner in Barnes & Thornburg LLP as a member of the firm's Labor and Employment Law Department in Indianapolis. Nathan was born and raised in the Midwest but his practice has given him the opportunity to service clients from coast to coast and most points in between. He has represented clients in a wide variety of industries and professional sectors including but not limited to manufacturing, automotive, financial and banking, retail, utilities, medical, as well as foreign clients with U.S. facilities. He also works with public employers and has assisted towns, cities, and counties with their employment matters.

Nathan represents employers in almost every aspect of the employment relationship with a focus on employment litigation, day to day counseling and traditional labor areas. He has litigated cases in multiple jurisdictions covering the gamut of federal and state employment issues including wage and hour investigations and audits, matters before the EEOC and state civil rights agencies, court actions alleging discrimination, harassment, and wrongful termination, as well as matters involving the ADA, ADEA, FMLA, and ERISA.

Given the ever-changing landscape of employment law, Nathan emphasizes the counseling of clients in a pro-active matter in the wide array of issues facing today's companies. He is sensitive to the fact that a large part of his charge with clients is to help them navigate the often murky waters of this area of the law to avoid problems - not just help when one of them hits an obstacle. Nathan works closely with clients to help make sure they have the necessary tools to address whatever comes their way from both a legal and business perspective.

His labor relations practice has also included all aspects of traditional labor law. He has represented management in union-free training, arbitration hearings, unfair labor practice charges before the National Labor Relations Board and union organizing drives and counseled clients through strikes and lockouts. Nathan also represents employers in collective bargaining negotiations as well as in resisting union organizing attempts. This experience allows Nathan to work together with his clients to chart out effective and efficient strategies unique to their situations in all types of labor challenges.

Nathan has also trained many clients with regard to their practices, policies, and general handling of employee relations. He has drafted and edited employee handbooks and employment agreements and is a regular speaker at events and seminars hosted by chambers of commerce and human resources professional groups.

Nathan is rated AV Preeminent by Martindale-Hubbell® and has twice been named a "Rising Star" in employment law by *Indiana Super Lawyers*®. Nathan has been recognized in the 2018 of *The Best Lawyers in America* list. He earned his B.A. *cum laude* in philosophy from Wabash College and graduated with honors from the University of Illinois College of Law.

Nathan is admitted to practice before the Indiana Supreme Court and the U.S. District Courts for the Northern and Southern Districts of Indiana and Central District of Illinois, as well as the 7th Circuit Court of Appeals.



### Bar Admissions

Indiana, 1997

### Other Court Admissions

Indiana Supreme Court  
U.S. District Court for the  
Northern District of Indiana  
U.S. District Court for the  
Southern District of  
Indiana  
U.S. District Court for the  
Central District of Illinois  
7th Circuit Court of  
Appeals

### Education

Wabash College (B.A.,  
1994), *cum laude*  
University of Illinois (J.D.,  
1997), with honors