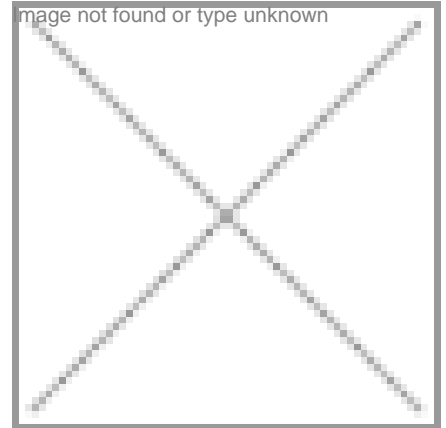




**Yiorgos L. "George"
Koliopoulos**
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George Koliopoulos advises clients on a broad range of labor and employment matters, including Title VII, age discrimination, fair labor standards, family and medical leave, the WARN Act, wrongful discharge and restrictive covenants. George helps develop and manage company policies, employment contracts, employment handbooks, terminations and reduction in force plans and executive employment agreements. George has presented numerous on-site and virtual training seminars for supervisors and management personnel on a variety of labor and employment issues.

He counsels employers on Americans with Disabilities Act matters, including those involving disability accommodations, building and facility access and defense of employment discrimination claims. He also provides advice and counseling regarding the Fair Labor Standards Act and Title VII, and he advises employers on the requirements of the Family Medical Leave Act, the National Labor Relations Act and the Fair Credit Reporting Act.

George also helps companies address employee mobility issues, such as by preparing and enforcing confidentiality, non-disclosure, non-competition, trade secret and other restrictive covenant agreements and policies to mitigate risks. George also helps clients navigate both Federal and state Fair Housing Act issues, including fair housing discrimination claims and assessing potential FHA liability for housing providers.

George has extensive experience representing businesses throughout the Commonwealth of Virginia. When businesses have to deal with suspect actions of their directors and/or employees, George has represented companies in breach of fiduciary duty, trade secret, tortious interference and business conspiracy cases involving both directors and employees. In addition, George's experience serving as outside general counsel to several clients has provided him with the opportunity to train and counsel

both directors and officers on how to comply with their fiduciary duties, conflict of interest and other corporate governance policies. George has also assisted companies across a diverse set of industries in conducting internal investigations to manage and mitigate risks.

For clients seeking help navigating commercial litigation, including business and employment tort litigation, George provides counsel from the pre-filing stage through settlement negotiations and trial. He represents clients in litigation matters in Virginia state court, including regulatory proceedings, investigations, and administrative matters. George also represents clients in federal court, including in multidistrict complex litigation matters, such as employment and commercial disputes.

George is fluent in Greek, which enables him to assist Greek companies operating in the U.S. George has been named among Virginia's "Legal Elite" by *Virginia Business Magazine*. George was also selected to the 2023 "Virginia Rising Stars" list for labor and employment law. According to its publisher, only 2.5% of attorneys in Virginia receive this distinction.

He earned his Juris Doctor degree from the University of Richmond School of Law, where he was the vice president of the Student Bar Association and a member of the Client Counseling & Negotiation Executive Board. He earned both his Master's Degree in international commerce and policy and his Bachelor of Arts degree from George Mason University.

Practice Areas

- Labor, Employment & Immigration
- Litigation
- Trade Secrets, Employee Mobility and Restrictive Covenants
- Artificial Intelligence & Machine Learning

Experience

- Significant experience defending employers in the Federal Courts of Virginia and other jurisdictions (including Texas and Nevada) in cases involving Title VII, disability, trade secret, and breach of fiduciary duty claims.
- Defended clients in pattern and practice claims brought by the EEOC on numerous occasions.
- Federal and state court experience includes preliminary injunction motions.
- Represented an employer in an employee trade secret theft and noncompetition lawsuit, including the enforcement of a nationwide noncompete and recovery of the employer's attorneys' fees for enforcing the employee's noncompetition agreement.
- Represented a drone company in a threatened race discrimination and whistleblower lawsuit that was to be brought by a former human resources executive.
- Defended a medical school in a multiple count discrimination, retaliation, trade secrets claim brought by a tenured professor. The case was dismissed in part on a motion to dismiss and then the remaining seven counts were dismissed on summary judgment.

- Defended a medical school in a failure to accommodate and disabilities discrimination claim filed with the Office of Federal Compliance Programs brought by a doctoral research student. After a two-year investigation the charge was dismissed and the individual never filed a lawsuit.
- Defended an engineering firm in a pregnancy discrimination lawsuit.

Education

- University of Richmond (J.D.)
Client Counseling & Negotiation Executive Board
- George Mason University (M.A.)
International Commerce and Policy
- George Mason University (B.A.)

Professional Affiliations

- Peninsula Chapter of Society for Human Resource Management (SHRM) - Board Member, Community Relations Chair

Awards

- Virginia Business ? ?Legal Elite,? Labor Employment (2022)