



## Andrew M. Kaplan

Partner | Cincinnati Office

**Cincinnati** 513.723.4004 | **Fax** 513.852.7865

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Mr. Kaplan is a partner in the Vorys Cincinnati office and a member of the labor and employment group. He represents employers in state and federal court employment litigation and in agency proceedings. He also counsels employers on issues pertaining to the ADA, the FMLA, employment discrimination, reductions-in-force, terminations, severance agreements and other aspects of the employer-employee relationship.

Mr. Kaplan also represents self-insured and state-funded employers in workers' compensation matters before the Industrial Commission of Ohio and the trial and appellate courts of Ohio. His work in the area of workers' compensation also includes defense of safety violation claims and intentional tort claims.

### **Career highlights include:**

- 28 years of litigation experience in state and federal court and before administrative agencies
- 25 years of experience representing employers before the Industrial Commission of Ohio and in the courts on a broad range of workers' compensation issues

Mr. Kaplan is a member of the American Bar Association, the Ohio State Bar Association, and the Cincinnati Bar Association.

Mr. Kaplan has given presentations on multiple employment-related topics and on workers' compensation issues including claims management and defense, violations of specific safety requirements, and intentional torts.

Mr. Kaplan received his J.D. *magna cum laude* from Georgetown University Law Center where he was an Editor of the *Georgetown Law Journal*. He received his B.A. from Amherst College where he was a member of Phi Beta Kappa.

### **Practice Areas**

Labor and Employment  
Litigation

### **Industries**

Manufacturing

### **Education**

Georgetown University Law  
Center, J.D., 1983, *magna cum  
laude*

*Georgetown Law Journal*, Editor,  
1983

Amherst College, B.A., 1979, Phi  
Beta Kappa

## Andrew M. Kaplan (Continued)

### Honors and Awards

*Super Lawyers, Corporate Counsel Edition*, Employment and Labor, November 2010

*Ohio Super Lawyers*, Employment and Labor, 2008-2009

Volunteer Lawyer of the Year Award, Volunteer Lawyers for the Poor Foundation, 2006

Outstanding Service Award for Pro Bono Service, United States District Court for the Southern District of Ohio, 1996

### Events

Cincinnati Labor and Employment Law Update 2012

CityScape Cincinnati: A View Towards Development & Growth Opportunities

Employee Documentation, Discipline and Discharge

Labor and Employment Update-2011

2009 Labor and Employment Law Update

### Bar and Court Admissions

Ohio

U.S. Court of Appeals for the Sixth Circuit

U.S. District Court for the Southern District of Ohio