

## John T. Below

Member

Troy

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John Below is an employment and commercial litigation attorney. His practice is concentrated in resolving employment, complex commercial and construction related disputes.

John creatively solves problems and wins cases for his clients, which include, large employers in the automotive, construction and health care industries, regional and national banks, and major manufacturing and industrial companies. John partners with his clients and together, they forge and execute strategies for success.

John's primary area of litigation and dispute resolution expertise is state and federal litigation of employment law matters, including:

- Discrimination litigation and arbitrations
- Wrongful discharge litigation and arbitrations
- Non-compete and confidentiality agreement litigation
- Traditional labor matters
- Administrative proceedings before the EEOC and MDCR

### practices & industries

Workplace Law  
Litigation and Alternative  
Dispute Resolution  
Artificial Intelligence (AI)

### education

University of Detroit School  
of Law, J.D., *magna cum  
laude*

Oakland University, B.A.,  
with honors

### admissions

Michigan

He also has extensive experience in banking and commercial litigation involving foreclosures, receiverships, contract and loan disputes, fraud, lender liability, bankruptcy, and complex construction litigation and arbitrations.

John has been listed since 2014 in *Michigan Super Lawyers* under Employment and Labor. He is listed in *Benchmark Litigation 2023* as a Labor & Employment Star, in *DBusiness Top Lawyers 2014-2017* and 2019-2025 under Labor and Employment Law, and in *The Best Lawyers in America 2022-2025* under Litigation-Labor and Employment and Commercial Litigation. He is AV-Preeminent Peer Review Rated by Martindale Hubbell. He is a frequent author and presenter on employment law and business litigation topics and provides legal compliance training for management and executive leadership.

He is a member of the Oakland County Bar Association and the Macomb County Bar Association. He is also active with a number of industry and business organizations including the Michigan Chamber of Commerce and the Michigan Infrastructure and Transportation Association (MITA).

In law school, John served as a Senior Staff Editor of the *University of Detroit Mercy Law Review*.

John has served for more than ten years on The Salvation Army Metro Detroit Advisory Board and serves on its Executive and Programs Committees.

#### HONORS, AWARDS, AND RECOGNITION

- *The Best Lawyers in America 2022-2025*, Litigation-Labor and Employment and Commercial Litigation
- *Benchmark Litigation 2023*, Labor & Employment Star
- *Michigan Super Lawyers 2014-2024*, Employment and Labor
- *DBusiness Magazine "Top Lawyers"* 2014-2017, 2019-2025, Labor and Employment

#### court admissions

U.S. Ct. of Appeals, 6th Cir.  
U.S. District Ct. N.D. Ala.  
U.S. District Ct., N.D. Ga.  
U.S. District Ct., C.D. Ill.  
U.S. District Ct., E.D. Mich.  
U.S. District Ct., W.D. Mich.  
U.S. District Ct., W.D. Penn.

- Martindale-Hubbell® AV Preeminent® Peer Rated for Highest Level of Professional Excellence; Endorsed for High Ethical Standing

#### CIVIC, CULTURAL, AND COMMUNITY ACTIVITIES

- Member, Salvation Army Metro Detroit Advisory Board and Executive and Programs Committees

#### PROFESSIONAL AFFILIATIONS

- Oakland County Bar Association
- Macomb County Bar Association
- Michigan Chamber of Commerce
- Michigan Infrastructure and Transportation Association (MITA)

#### PUBLICATIONS

- “Contractually Shortened Limitation Periods on Employee Civil Rights Claims May Be in Jeopardy!” Bodman Workplace Law Update (May 15, 2025)
- Co-author, “FTC Non-Compete Ban Blocked ☒ For Now,” Bodman Workplace Law Update (August 21, 2024)
- “New ‘Pregnant Workers Fairness Act’ and ‘Providing Urgent Maternal Protections for Nursing Mothers Act’ Require Employers to Provide Certain Accommodations for Pregnant Workers,” Bodman Workplace Law Update (July 10, 2023)
- “Sixth Circuit Upholds Non-Compete Agreement Based on “Flexible Language” in Preliminary Injunction,” Bodman Workplace Law Update (February 28, 2023)

#### SPEAKING ENGAGEMENTS

- Co-Presenter (with Cameron Ritsema), “Employment Law for Future Leaders,” Michigan Infrastructure & Transportation Association’s Future Leaders Cohort (September 2024)
- Co-Presenter (with Amanda McSween Empey) “2024

Independent Contractor or Employee – That Is The  
Question!” Michigan Chamber of Commerce Webinar,  
April 2024