



## Allen S. Kinzer

PARTNER

### Columbus

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### Practice Areas

Class Actions

Corporate Diversity, Equity and  
Inclusion Programs

Employee Benefits and Executive  
Compensation

Employer Internal Investigations

Employment Counseling

Employment Litigation

Labor and Employment

Labor Relations

Litigation and Appeals

### Education

University of North Carolina  
School of Law, J.D., 1988, with  
Honors

*University of North Carolina Law  
Review*, 1986–1987

Vanderbilt University, B.A.,  
*summa cum laude*, 1985, Phi  
Beta Kappa

Allen is a partner in the Vorys Columbus office and a member of the labor and employment practice group. Allen has successfully defended employers in wage and hour class actions and counseled employers through collective bargaining, strikes and picketing by unions. He has represented employers across the country, defending discrimination suits and advising employers on union issues. Allen has also successfully represented employers before the National Labor Relations Board and the U.S. Department of Labor concerning wage and hour and Family and Medical Leave Act issues. In addition, he has successfully litigated ERISA and Taft-Hartley Act cases in federal district courts and U.S. circuit courts.

- Defending employers in putative class action lawsuits alleging violations of the Fair Labor Standards Act and various state wage and hour laws
- Advising and counseling large employers targeted for “corporate campaigns” by national unions
- Defending employers in discrimination and ERISA suits in state and federal courts

Allen is a fellow of the American College of Labor and Employment Lawyers and a member of the American Bar Association, the Ohio State Bar Association and the Columbus Bar Association.

Allen has lectured on a variety of topics including the Americans with Disabilities Act, the Family and Medical Leave Act, the National Labor Relations Act, decisions of the National Labor Relations Board, Title VII and state discrimination laws and the Fair Labor Standards Act.

Allen received his J.D. with honors from the University of North Carolina School of Law, where he was a member of the *University of North Carolina Law Review*. He received his B.A. *summa cum laude* from Vanderbilt University, where he was Phi Beta Kappa.

### Bar & Court Admissions

Ohio

U.S. Court of Appeals for the Sixth Circuit

U.S. Court of Appeals for the Tenth Circuit

U.S. District Court for the Eastern District of Michigan

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

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

U.S. District Court for the Western District of Wisconsin

*Admitted to practice law only in the states listed above.*

### Industries

Colleges and Universities

Construction

Financial Institutions

Health Care

Manufacturing

Restaurants, Food and Beverage

Transportation and Logistics

### Honors & Recognitions

*The Best Lawyers in America*, Employment Law – Management, 2013–2026; Labor Law – Management, 2013–2026; Litigation – Labor and Employment, 2013–2026

Martindale-Hubbell AV Peer Review Rated Top Rated Lawyer in Labor & Employment, Martindale-Hubbell, 1999–2025

*Columbus CEO*, Best Lawyers, Labor and Employment Law, 2022–2023; Litigation – Labor Employment Benefits, 2025

*Chambers and Partners*, Leading Lawyer in Labor & Employment, 2018

*Columbus CEO*, Top Lawyers in Columbus, 2010–2021

*Ohio Super Lawyers*, Employment and Labor, 2004–2006, 2009–2020, 2026

### Professional and Community Activities

The College of Labor & Employment Lawyers, Fellow, 2020 to present

Ohio State Bar Association, Labor and Employment Section Council, 2019 to present

*Employer's Guide to The Fair Labor Standards Act and FLSA Employee Classification*, Editorial Advisory Board, Thompson Publishing Group, 2006-2014

*Fair Labor Standards Act Cumulative Supplement*, Contributing Editor, Bloomberg BNA Books

ABA Labor and Employment Section, Federal Labor Standards Legislation Committee

- Equal Pay Act Subcommittee, Chair, 1996-2003

- Sarbanes-Oxley Act Subcommittee, Member, 2003-2005

- Fair Labor Standards Subcommittee, Member, 2006 to present

*Wage and Hour Laws Cumulative Supplement*, Chapter Author, Bloomberg BNA Books

Ohio Supreme Court Mentor, Lawyer-to-Lawyer Mentoring Program, 2006-2013

Japan-America Society of Central Ohio, Board of Trustees, 2008-2017; Programming Committee Co-Chair, 2008-2012; Vice President, 2011-2013; President, 2014-2015; Immediate Past President, 2016-2017

Fellow of the Columbus Bar Foundation since 1999

Fellow of the American Bar Foundation since 2018