

OF COUNSEL



CONTACT

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EDUCATION

William & Mary Marshall-Wythe School of Law, J.D., 1995

University of Virginia, B.A., 1990

PRACTICE AREAS

Appellate

Education

Labor and Employment

King Tower is a member of Woods Rogers' Appellate, Education, and Labor and Employment practice group.

He assists employers with employment law litigation, labor-management relations, and also offers counsel to businesses on employment related matters. *Best Lawyers in America* named King as the 2019 *Roanoke Lawyer of the Year* for Labor Law-Management.

King regularly counsels and represents colleges and universities throughout Virginia, and leads the efforts of Woods Rogers' Education team.

King's experience as a labor and employment attorney includes defending claims under the Fair Labor Standards Act (FLSA), the Family and Medical Leave Act (FMLA), the Age Discrimination in Employment Act (ADEA), the Americans with Disabilities Act (ADA), and Title VII. He has extensive experience providing strategic guidance to clients on conducting internal audits of corporate compliance, employment policies, and other critical decisions. King also assists federal contractors in preparing affirmative action programs and represents them during government audits. King has served as lead negotiator in collective bargaining and has represented employers in grievance and arbitration proceedings.

King received an *AV[®] Preeminent Rating from Martindale-Hubbell* for Employment Litigation and is recognized by *Chambers USA- America's Leading Business Lawyers* for Labor and Employment Law. He is a frequent speaker at national and regional programs for organizations such as the American Bar Association, the Federal Labor Standards Legislation Committee, and Virginia SHRM.

King serves on the Board of Directors for United Way of the Roanoke Valley and previously served on the board of Virginia's Blue Ridge Works. King is an advisory board member for Roanoke Public Library and is former Legislative Affairs Chair for the Roanoke Valley Society of Human Resources Management. He also serves as an adjunct professor for labor law at Washington & Lee School of Law, and previously taught at William & Mary Law School.

He is a contributing author to The Family and Medical Leave Act treatise, published by BNA (2nd Ed.).

A native of Roanoke, Va., King earned a J.D. from the College of William and Mary Marshall-Wythe School of Law and his B.A. from the University of Virginia. He is admitted to practice before the U.S. District Court of the Western District of North Carolina, the U.S. District Courts of the Eastern and Western Districts of Virginia, and the U.S. Court of Appeals for the Fourth and Eleventh Circuits.

ADMISSIONS

Virginia State Bar

U.S. District Courts,
Eastern District of Virginia

U.S. District Court,
Western District of Virginia

U.S. Court of Appeals,
Fourth Circuit

U.S. Court of Appeals,
Eleventh Circuit

North Carolina State Bar

U.S. District Court, Western
District of North Carolina

U.S. District Court, Middle
District of North Carolina

AFFILIATIONS

American Bar Association

Roanoke Bar Association

Roanoke Valley Society for
Human Resources Management

Roanoke Public Library

Virginia Bar Association

Virginia State Bar

Western Virginia Workforce
Development Board