

John Balitis

Director, Aprio Legal

Email: john.balitis@aprio.com

John Balitis counsels private sector clients and government agencies on a broad range of employment law and labor relations matters. With more than 35 years of practice, he provides strategic guidance on workplace compliance, administrative matters, labor relations, and employment-related legislation.

John also litigates employment-related disputes in state and federal courts and has experience with trials, appeals, labor arbitrations, preliminary injunctions, training, investigations, and media commentary on employment law topics. In addition, he serves as a neutral arbitrator and mediator in employment and commercial disputes.

EDUCATION

- University of Virginia School of Law, J.D. (1987)
- Dickinson College, B.A. summa cum laude, Phi Beta Kappa (1984)

PROFESSIONAL MEMBERSHIPS & AFFILIATIONS

- State Bar of Arizona (Admitted 1988)
- State Bar of Colorado (Admitted 2018)
- American Arbitration Association, Panel of Neutrals (Mediation & Arbitration)
- Arbitrator, Financial Industry Regulatory Authority (FINRA)

HONORS AND AWARDS

- Top 100 Lawyers in Arizona, AZ Big Media (2024, 2021)
- Chambers USA, Labor & Employment Law – Band 3 (2019–2025); Band 4 (2015–2018)
- AV Preeminent® Peer Review Rated™, Martindale-Hubbell®
- Top 100 Lawyers, AZ Business Magazine (2023)
- Best Lawyers in America (2010–2023): Employment Law – Management; Labor Law – Management; Litigation – Labor & Employment
- Az Business Leaders, Arizona Business Leaders Magazine (2020–2023)
- Southwest Super Lawyers®, Employment & Labor (2013–2023)
- Top Lawyer, Labor & Employment, Phoenix Magazine (2022)
- 20 People to Know in the Law, Phoenix Business Journal (2016)
- Fellow, College of Labor and Employment Lawyers
- Member, Federation of Defense and Corporate Counsel



Julia Acken

Director, Aprio Legal

Email: julia.acken@aprio.com

Julia Acken focuses her practice on labor and employment law, representing private and public sector clients with an emphasis on employers. She counsels organizations on compliance, risk management, workplace disputes, policies, training, and sensitive workplace investigations.

Julia has represented clients in litigation and administrative proceedings involving disability discrimination, wage and hour disputes, restrictive covenants, executive compensation, and traditional labor matters. She previously served as in-house counsel for a large international EPC contractor and now acts as external general counsel for small and mid-size employers.

EDUCATION

- Northwestern University Pritzker School of Law, J.D. (2002)
- Indiana University, B.A. in Political Science and History (1999)

PROFESSIONAL MEMBERSHIPS & AFFILIATIONS

- State Bar of Arizona (Admitted 2002)
- Board of Directors, Ronald McDonald House Charities of Central and Northern Arizona (2018–2024); Executive Committee (2021–2024)
- Active supporter of child welfare initiatives, Autism awareness, and diversity, equity, and inclusion efforts
- Board of Directors, Prisma Community Care, January 2025–present; Vice Chair, June 2025–present

HONORS AND AWARDS

- Arizona's Best Lawyers, Employment Law – Management; Litigation – Labor & Employment (2020–2025)
- Arizona's Top 100 Lawyers, AZ Big Media (2021, 2025)
- Most Influential Women in Arizona Business, AZ Big Media (2021)
- Arizona Business Leaders, AZ Big Media, Employment Law (2024–2026)