



Rachel J. Guin

Partner

Office: Fort Wayne

rguin@kdlegal.com

p: 260-422-9456

f: 260-422-1622

Rachel Guin provides legal representation and counsel to a broad range of clients, including public entities, private businesses, and nonprofit organizations. Her work involves managing complex disputes, advising on regulatory and compliance matters, and supporting institutional operations through litigation and risk assessment. She works directly with employers, human resources teams, and legal departments to address workplace issues, develop internal policies, and respond to organizational challenges.

Rachel also serves on several boards and committees, including the Local Rules Committee for the Northern District of Indiana, the City of Fort Wayne Fire Merit Commission, the Three Rivers Ambulance Authority Board of Directors, and Blessings in a Backpack.

Education

- J.D., Ohio Northern University Pettit College of Law, Ada, Ohio, 2013
- B.S. in Business Management, *magna cum laude*, Indiana Institute of Technology, Fort Wayne, Indiana, 2010

Bar & Court Admissions

- Indiana, 2013
- U.S. District Court for the Northern District of Indiana, 2013
- U.S. District Court for the Southern District of Indiana, 2013

Practices

- Labor and Employment
- Public and Municipal Finance

Professional Associations

- Member, Allen County Bar Association
 - Chair, Labor and Employment Section, 2018-2021
 - Vice Chair, Labor and Employment Section, 2018
- Member, Indiana State Bar Association
- Member, Indiana Trial Lawyers Association

Civic Involvement



- Member, Local Rules Committee for the Northern District of Indiana, 2021-2024
- Government Affairs Director, Northeast Indiana Human Resources Association, 2024-Present
- President, City of Fort Wayne Fire Merit Board
- President, Board of Directors, Three Rivers Ambulance Authority
- President, Board of Directors, Blessings in a Backpack
- Professionals Division, United Way of Allen County, 2021-2022
- Legal Studies Advisory Board, Ivy Tech, 2019-2021
- Advisory Board, Salvation Army, 2018-2021

Awards & Recognitions

- The Best Lawyers in America® 2024-2025
- Indiana Super Lawyers® Rising Star, 2018-2024

Seminars & Presentations

- Presenter, "Hot Topics," Northeast Indiana Human Resources Association Annual Conference, May 14, 2026
- Presenter, "SHRM Updates," Northeast Indiana Human Resource Management Association Annual Conference, May 14, 2026
- Presenter, "Empowering Employment: Navigating Mental Health and Substance Abuse Accommodation Obligations in the Workplace," Workplace for Indiana Chamber Wellness Group, April 29, 2026
- Presenter, "ADA Accommodations Best Practices," Northeast Indiana Human Resources Association Legal Ease, February 19, 2026
- Presenter, "2026 Indiana Employment Law Update: What Employers Need to Know and Do", February 17, 2026
- Presenter, Finding Your HR Advocacy Voice, 2025-present

Publications

- Co-Author, "Indiana Earned Wage Access Act: Key Compliance Considerations for Employers and Providers," June 3, 2026
- Author, "Update on Vaccine Mandate - Emergency Temporary Standard (ETS)," November 5, 2021
- Author, "President Biden's Vaccine Mandate," September 13, 2021
- Author, "How Does Governor Holcomb's Order Lifting the Mask Mandate Impact My Business?" April 2, 2021
- Author, "Changes to Families First Coronavirus Relief Act Effective April 1," March 29, 2021
- Author, "CARES Act Amendment," December 29, 2020
- Author, "CARES Act Update," December 1, 2020
- Author, "How Governor Holcomb's Most Recent Executive Order Impacts Your Hoosier Business," November 18, 2020



- Author, "NLRB Rules that Most Confidentiality and Non-Disparagement Clauses in Severance Agreements Violate the NLRA," February 24, 2023
- Author, "Changes Are Coming To Physician Non-Compete Laws Starting July 1st," May 4, 2023