

Jack Blum

SHAREHOLDER

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Jack Blum is a *Chambers*-rated employment law advisor and litigator. Jack has extensive experience defending employers against all manner of claims by their employees in federal and state courts across the United States, as well as before government agencies like the Equal Employment Opportunity Commission (EEOC), United States Department of Labor and state human rights commissions. Jack represents clients in matters including:

- Employment discrimination, harassment and retaliation
- Non-compete, trade secret and restrictive covenant litigation
- Wage and hour class and collective actions
- Employment contract and wage payment disputes involving highly-compensated employees
- Independent contractor/employee misclassification claims and audits

Jack frequently represents parties in employee mobility and restrictive covenants litigation, including claims involving non-competition, non-solicitation, and confidentiality agreements, trade secret misappropriation and business torts asserted against former employees and competitors that hire them. Jack has experience in both prosecuting and defending employee mobility claims and offers clients a well-rounded assessment of their options and courses of action.

Jack also focuses on representing government contractor employers in navigating the unique obligations that are imposed upon companies that do business with federal and state governments. He advises on obligations under federal and state prevailing wage laws (including the Davis-Bacon Act and Service Contract Act), affirmative action, anti-discrimination, and DEI requirements and other requirements under a wide range of FAR and DFAR clauses. Jack has successfully represented contractors in investigations by the U.S. Department of Labor and other administrative agencies regarding their employment-related compliance.

Jack also works closely with in-house counsel, human resources personnel and business executives to address material labor and employment law issues in a strategic and decisive fashion. Jack obtains an understanding of the client's underlying business objectives, and with an eye towards achieving those objectives, helps clients devise strategies to address critical issues ranging from managing sensitive employee

Capabilities

- Employment Litigation, Arbitration & Dispute Resolution
- Labor & Employment
- Government Contracts
- OFCCP & Affirmative Action Plans
- Class Action & Multidistrict Litigation
- Restrictive Covenants & Trade Secrets Litigation

terminations in a strategic manner, onboarding employees subject to restrictive covenants, reductions in force and internal investigations of sensitive harassment and potential whistleblower allegations, and implementing wage structures and employee/independent contractor classifications. In all cases, Jack works to maximally achieve the client's business goals while reducing the potential for litigation or best positioning the client in the event litigation is inevitable.

Education

- University of Maryland (J.D., *magna cum laude*, 2012)
 - Maryland Law Review, Notes and Comments Editor; Order of the Coif
- St Marys College of Maryland (B.A., *cum laude*, 2007)

Bar Admissions

- Maryland
- District of Columbia
- Virginia
- Pennsylvania
- New York

Memberships

- Director, Foundation of the Federal Bar Association
- Chair, Federal Bar Association Labor and Employment Law Section
- Volunteer Leadership Board, StreetWise Partners
- Alumni Council, St. Mary's College of Maryland

Recognition

- Ranked in *Chambers USA: America's Leading Lawyers for Business*, Labor & Employment, District of Columbia, 2024-2025
- "Go-To Thought Leader", Government Contracts, *National Law Review*, 2019
- Author of the Year (2017), Federal Bar Association Labor and Employment Law Section
- Maryland Super Lawyers Rising Star, 2017-2020
- Washington, D.C. Super Lawyers Rising Star, 2017-2019

Matters

- Represented a Big 4 accounting/consulting firm in defending an OFCCP compliance evaluation. After OFCCP issued a pre-determination notice asserting gender-based pay discrimination and assessing over \$3 million in alleged damages due, material errors were identified in the OFCCP's compensation analysis and convinced OFCCP to withdraw all findings of pay discrimination.
- Investigated and favorably resolved sexual harassment allegations asserted against the CEO of a major non-profit organization by a female senior executive who threatened to report allegations to the media and Congress.
- Won defense verdict on FMLA claims asserted against hospital system by a former employee. The jury deliberated for less than 40 minutes before returning its verdict in our client's favor.

- Won summary judgment on ADA discrimination, failure to retaliation, and hostile work environment claims asserted against the hospital system by a registered nurse.
- Defended EdTech start-up against trade secret misappropriation allegations brought by a major state research university. Through aggressive advocacy, we convinced the university to dismiss and release all of its claims against the client without any payment of money or limitation of the client's business conduct.