

## Jacqueline A. Mrachek

Shareholder

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## Focus Areas

Whistleblowing, Compliance and Investigations  
Unfair Competition and Trade Secrets  
Discrimination and Harassment  
Hiring, Performance Management and Termination  
Investigations

## Overview

Jacqueline A. Mrachek represents employers in a broad range of employment-related disputes in both federal and state courts as well as administrative agencies such as the EEOC and Departments of Human Rights. Jacqueline focuses her litigation practice on:

- Discrimination and harassment defense
- Whistleblowing, retaliation and False Claims Act claims
- Restrictive covenants including non-compete and non-solicitation contracts
- Disability and leaves of absence issues
- Crisis management

Jacqueline regularly conducts workplace investigations and climate assessments involving a variety of issues including gender bias, discrimination, harassment, theft, and executive improprieties.

Jacqueline counsels employers through the myriad range of employment issues. Her clients span many industries, including medical device, manufacturing, financial services, healthcare, and religious institutions.

Jacqueline advises clients on retaliation allegations under the FCA whether those concerns are raised through an anonymous hotline or ethic reporting process, a demand letter from counsel, or inquiry from a governmental agency.

She also handles FCA litigation from the inception of a claim through trial. Jacqueline also regularly authors thought leadership and presents on matters relating to whistleblowing and retaliation law.

## Professional and Community Affiliations

- Member, Minnesota Women Lawyers, Advisory Board, 2001-present; President, 1999-2000; Executive Committee, 1998-2001; Board of Directors, 1996-2001
- Member, Diversity Committee, Hennepin County Bar, 1992-1995
- Member, Minnesota State Bar Association, Women in the Legal Profession Committee, 1992-1995; Board of Governors, Delegate, 1997-2000; Minority Bar Summit, 1998-2000
- Member, College of St. Benedict Leadership Advisory Council, 2022-present

## Recognition

- Named, Labor and Employment Star, *Benchmark Litigation*, 2020
- Ranked, Labor & Employment, *Chambers USA*, 2019-2023
- Named, Super Lawyer, Labor & Employment (Top 50 Women Minnesota Super Lawyers, 2010-2013; Top 100 Women Minnesota Super Lawyers, 2008-2009), *Minnesota Super Lawyers*, 2003-2019
- Named, Top 40 Employment Lawyers, *Minnesota Journal of Law and Politics*, 2004 and 2009
- Named, 100 People to Watch, *Minneapolis/St. Paul Magazine*, 2002
- Named, Bar Register of Preeminent Women Lawyers, Highest Rating in Legal Ability and Ethical Standards; Highest Peer Review Rating in Legal Ability and Ethical Standards, *Martindale-Hubbell*

## Education

J.D., William Mitchell College of Law, 1990

B.A., College of Saint Benedict, 1986

## Bar Admissions

Minnesota

## Courts

U.S. Court of Appeals, 1st Circuit

U.S. Court of Appeals, 8th Circuit

U.S. District Court, District of Minnesota

Minnesota Supreme Court

## **Publications & Press**

### **Littleton Recognized in 2023 Chambers USA Guide**

*Littleton Press Release*

June 6, 2023

### **Minnesota Enacts Paid Family and Medical Leave Statute**

*Littleton Insight*

May 31, 2023

### **Littleton Ranked in Chambers USA Guide 2022**

*Littleton Press Release*

June 1, 2022

### **Montana Releases FAQs on Vaccine Discrimination Law**

*Littleton ASAP*

August 4, 2021

### **Littleton Ranked in Chambers USA Guide 2021**

*Littleton Press Release*

May 27, 2021

### **Littleton Adds Shareholder Jacqueline Mrachek in Minneapolis**

*Littleton Press Release*

January 28, 2020

## **Speaking Engagements**

### **New Year, New Us! Resolutions for You and Your Organization**

January 25, 2024

### **2023 Midwest Regional Employer Conference**

Minneapolis, MN

November 9, 2023

### **Navigating Minnesota's New Earned Sick and Safe Time Law: Top Ten Things Employers Need to Know**

August 2, 2023

### **2022 Midwest Regional Employer Conference**

Minneapolis, MN

November 3, 2022

**The Return to Office in Interesting Times - Staying Flexible and Positive to Benefit Your Organization**

Minneapolis, MN

July 21, 2022

**2021 Upper Midwest Virtual Regional Employer Conference**

Minneapolis, MN

October 20, 2021

**Navigating Difficult FMLA and ADA Issues in the Middle of a Pandemic**

Minneapolis, MN

June 10, 2021

**Impact of the False Claims Act in the Era of COVID-19**

August 5, 2020

**Remote Leadership in the Essential Age of Working From Home**

May 14, 2020

**Co-presenter, Gender Bias and #MeToo: Complying With the Law**

CLE presentation

October 9, 2019

**Co-presenter, Strategies for Developing and Litigating Non-Compete Agreements in a Fast-Changing Legal Landscape**

2019 Upper Midwest Employment Law Institute, St. Paul, MN

May 21, 2019

**Title VII and Failure to Accommodate**

Legal Writing and Legal Skills for Students, University of Minnesota Law School

February 22, 2019

**Co-presenter, Settlements, Releases and Non-Disclosure Agreements in Sexual Harassment Cases**

2018 Upper Midwest Employment Law Institute, St. Paul, MN

May 21, 2018

**Facilitator and panelist, #UsToo: Women Lawyers and Sexual Harassment Today**

Minnesota Women Lawyers (MWL)

March 8, 2018

**Facilitator and panelist, #UsToo: Women Lawyers and Sexual Harassment Today**

Minnesota Women Lawyers (MWL)

March 8, 2018

**Co-presenter, Employers, Beware! A U.K. and U.S. Guide to Preventing and Responding to Sexual Harassment in the Workplace**

Webinar

December 2017

**The New Federal Defend Trade Secrets Act: What Employers Need to Know and Recent Developments**

2017 Upper Midwest Employment Law Institute, St. Paul, MN

May 2017

**Books & Book Chapters**

- *Hiring Handbook*, co-author, 2nd Edition, 2019 Upper Midwest Employment Law Institute, Minnesota CLE, May 21, 2019
- *Sexual Harassment - A Practical Guide to What Constitutes Unlawful Sexual Harassment*, co-author, May 21, 2018
- *Job Application Screening - A Practice Guide*, co-author, May 2014