



Jonathan L. Shaw

Associate

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Focus Areas

Unfair Competition and Trade Secrets
Discrimination and Harassment
Litigation and Trials
Leaves of Absence and Disability Accommodation

Overview

Jonathan Shaw defends employers in, and counsels employers concerning, a broad range of labor and employment matters arising under federal and state laws. Jon's practice, which ranges from proactive counseling to litigation, largely focuses on discrimination and harassment cases, and actions concerning unfair competition, trade secrets, and covenants not to compete.

In addition to his litigation practice, Jon helps employers, in-house counsel, and HR professionals navigate the practical implementation of legal requirements in the day-to-day workplace, including managing employees' requests for accommodation and leaves of absence under the Family and Medical Leave Act (FMLA), and the Americans with Disabilities Act (ADA). Jon also conducts workplace investigations, and advises employers on a variety of personnel decisions.

When providing advice and counsel on these and a range of other day-to-day employment matters, Jon focuses on helping employers strike a sensible and practical balance between managing legal risks, and achieving business objectives.

Before joining Littler, Jon was an associate at a prominent regional firm, where he focused his practice on commercial litigation matters. Jon represented companies, across a range of industries, in cases concerning breach of contract, unfair competition, misappropriation of trade secrets, and the enforcement of restrictive covenants, including noncompete

and nonsolicitation agreements. He also handled business divorce matters, partnership and shareholder disputes, and a variety of real estate litigation matters.

During law school, Jon served as a judicial intern for the Hon. Lynne A. Sitarski, U.S. Magistrate Judge for the Eastern District of Pennsylvania, and the Hon. Glynnis D. Hill, Judge for the Philadelphia Court of Common Pleas. He also served as a Certified Legal Intern for the Montgomery County District Attorney's Office. Jon was elected president of Temple's Business Law Society (2011-2012), and he served as an editor for Temple's *Journal of Science, Technology & Environmental Law* (2011-2013).

Professional and Community Affiliations

- Member, Pennsylvania Bar Association
- Member, Montgomery Bar Association
- Attorney and Child Advocate, Montgomery Child Advocacy Project

Recognition

- Recipient, Temple University Law Faculty Scholarship, *Temple University James E. Beasley School of Law*
- Dean's List, *Temple University James E. Beasley School of Law*
- Dean's List, *Pennsylvania State University*

Education

J.D., Temple University James E. Beasley School of Law, 2013

B.S., Pennsylvania State University, 2008

Bar Admissions

Pennsylvania

New Jersey

Courts

U.S. Court of Appeals, 3rd Circuit

U.S. District Court, Eastern District of Pennsylvania

U.S. District Court, Middle District of Pennsylvania

U.S. District Court, District of New Jersey

Publications & Press

Pennsylvania Supreme Court Decides Issue of First Impression on “No-Hire” (or “No-Poach”) Agreements

Littler ASAP

May 4, 2021

Facebook Confidential: The Privacy Implications of Facebook’s Surreptitious and Exploitative Utilization of Facial Recognition Technology

Temple Journal of Science, Technology & Environmental Law, Vol. 31 Issue 1

Summer 2012

Speaking Engagements

A Day on Restrictive Covenants: Context Matters

Webinar

July 7, 2020