



## Jean Marie Palmer

Littler CaseSmart Counsel

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### Overview

As a member of the Littler CaseSmart – Charges™ team, Jean Marie Palmer is responsible for handling charges from investigation to conclusion. She works on client-dedicated service teams, focusing on handling administrative agency charges. She investigates charge allegations, reviews pertinent documents, interviews key witnesses, and provides clients an assessment of the risks associated with the charge. In partnership with the client, she defends the charge by drafting persuasive position statements and responses to the agency's requests for information.

Jean Marie has prior experience both as in-house corporate counsel and outside defense counsel, with a focus on commercial litigation, employment law, investigations, and corporate governance and compliance. She has provided comprehensive counsel on employment matters including discrimination and retaliation cases, and compliance with and litigation related to the Family and Medical Leave Act and other federal and state employment laws. She has presented before the EEOC and various state agencies. Jean Marie has also handled collective bargaining negotiations and contract administration, including interplay between contract requirements and application of federal and state leave requirements, as well as grievance management. Jean Marie has handled oversight of noncompetition agreements, drafted employment contracts, drafted and revised employee handbooks, and oversaw significant internal investigations on behalf of clients on a variety of employment related matters.

### Education

J.D., The George Washington University School of Law, 2011

B.S., Dickinson College, 2006

### Bar Admissions

Texas

Virginia

New York

### Courts

Virginia Supreme Court

U.S. District Court, Eastern District of Virginia