



Jeremy Sosna

Shareholder

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Practice Areas

Discrimination and Harassment
Leave and Accommodation
HR Advice and Counsel
Whistleblowing, Compliance and Investigations
Business Restructuring and M&A
Unfair Competition and Trade Secrets
Wage and Hour

Overview

Jeremy Sosna's 25-year legal career has been defined by a passion for helping companies mitigate legal risk and solve legal problems with a business-minded focus. Jeremy's talent for "seeing around corners" to proactively manage an unrealized legal risk, and for fashioning business-minded solutions after problems have surfaced, have made him a valued and trusted advisor to corporate legal departments, C-suite executives, business leaders, and Boards of Directors. Jeremy's commitment to client service and the highest quality legal services has been the hallmark of his practice.

Jeremy is a seasoned trial and appellate lawyer who has successfully defended clients of all sizes, from Fortune 500 publicly traded companies to privately held corporations, in dozens of jury and bench trials, arbitrations, government agency hearings, appeals, and class and collective actions. Jeremy's deep experience in bringing such disputes to a successful conclusion with the least amount of disruption is one of the reasons companies rely on him to handle their most important matters. Jeremy represents clients in diverse industries in a wide range of employment disputes, including actions arising under:

- Title VII of the Civil Rights Act of 1964
- The Americans with Disabilities Act (ADA)
- The Age Discrimination in Employment Act (ADEA)
- The Family and Medical Leave Act (FMLA)

- The Fair Labor Standards Act (FLSA)
- The Sarbanes-Oxley Act
- State antidiscrimination, leave, and whistleblower statutes
- Unfair competition, restrictive covenants and employee raiding disputes

Jeremy also regularly counsels global corporations regarding complex labor and employment matters to proactively mitigate legal risk and solve legal problems with a business-minded focus. Jeremy provides legal and strategic advice regarding a broad array of legal issues, including discrimination and harassment matters, restructuring and workforce reductions, leaves of absence and disability accommodations, compliance with state and federal wage and hour laws, whistleblowing and government investigations, protection of intellectual property and enforcement of restrictive covenants, union organizing and collective bargaining, and labor and employment issues associated with mergers and acquisitions. Jeremy also has conducted numerous independent investigations regarding personnel matters, workplace conduct, and violations of anticorruption and antikickback laws.

Professional and Community Affiliations

- Member, Minnesota State Bar Association
- Member, Hennepin County Bar Association
- Member, Labor & Employment and Litigation Sections, American Bar Association
- Member, Minnesota Management Attorneys Association
- Former Member, Board of Directors, Springboard for the Arts

Recognition

- Ranked, Labor & Employment, *Chambers USA*, 2019-2024
- Named, Top 10 Most Influential Labor & Employment Lawyers in Minnesota, *Business Today*, 2023
- Named, Super Lawyer, Employment Litigation, Minnesota, *Super Lawyers*
- Named, Stand-Out Lawyer, *Thomson Reuters*, 2023

Education

J.D., University of Iowa College of Law, 1997, *With High Distinction*

B.A., University of Iowa, 1993

Bar Admissions

Minnesota

Wisconsin

Courts

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 8th Circuit

Minnesota Supreme Court

Wisconsin Supreme Court
U.S. District Court, District of Minnesota
U.S. District Court, Eastern District of Wisconsin
U.S. District Court, Western District of Wisconsin
U.S. District Court, Eastern District of Michigan
U.S. District Court, Western District of Michigan
U.S. District Court, District of North Dakota
U.S. District Court, District of Arizona

Publications & Press

Many Changes Made to Minnesota's Employment Laws

SHRM

August 2, 2024

More Changes to Minnesota's Employment Laws are Imminent

Littler ASAP

June 7, 2024

Littler Ranked in 2024 Chambers USA Guide

Press Release

June 6, 2024

How Employers Can Prepare For Minn. Noncompete Ban

Law360 Employment Authority

June 21, 2023

Littler Recognized in 2023 Chambers USA Guide

Press Release

June 6, 2023

Big Changes to Minnesota's Employment Laws Are Coming Soon

Littler ASAP

May 18, 2023

Minnesota Is Poised to Enact a Law Banning Virtually All Non-Compete Agreements

Littler ASAP

May 15, 2023

Review Moonlighting Policies in Light of Remote Work, Inflation

SHRM Online

August 11, 2022

Littler Ranked in Chambers USA Guide 2022

Press Release

June 1, 2022

Littler Ranked in Chambers USA Guide 2021

Press Release

May 27, 2021

Littler Adds Shareholder Jeremy Sosna in Minneapolis

Press Release

May 21, 2019

Events & Speaking Engagements

2024 Midwest Regional Employer Conference

Minneapolis, MN

November 14, 2024

Hot Topics in Minnesota Labor & Employment Law

Minneapolis, MN

June 13, 2024

Navigating Minnesota's New Noncompete Ban and FTC's Proposed Rule

June 8, 2023

A Brave(ish) New World: The Challenges of Sustainably Managing and Engaging a Global Workforce

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

2022 Midwest Regional Employer Conference

Minneapolis, MN

November 3, 2022

2021 Upper Midwest Virtual Regional Employer Conference

Minneapolis, MN

October 20, 2021

Returning to Work in a COVID-19 Litigation Landscape: What We Have Learned and How the Data Can Help Employers Mitigate Risk

August 13, 2020