



Jim represents both individual and corporate clients in issues arising from the employment relationship. Jim has particular expertise in the litigation strategy associated with prosecuting or defending claims alleging business and employment-related torts as well as claims arising under various anti-discrimination laws such as Title VII, the Americans with Disabilities Act, and the Age Discrimination in Employment Act. He has successfully defended and brought claims seeking to enforce restrictive employment covenants and is often consulted for advice regarding the drafting of employee covenants not to compete and the protection of trade secrets.

Before founding B&E, Jim was a senior associate with a large Washington, D.C.-based international law firm. Jim has defended some of the largest and most demanding international technology companies, investment firms, and pension plan fiduciaries, in complex, sometimes multi-continental litigation. Jim leverages his broad exposure to a wide range of sophisticated employee benefits matters in his current practice, prosecuting and defending claims arising under the Employee Retirement Income Security Act of 1974 ("ERISA").

Before entering private practice, Jim served as a member of the U.S. Navy's Judge Advocate General's Corps. As a defense attorney, Jim defended service members at many hard-fought courts-martial and administrative hearings. He also served as a Navy staff attorney, where he advised Navy leadership in the areas of federal labor relations, civilian personnel matters, government ethics, and contracts. After completing his naval service, Jim was an associate for five years at two of the premier international law firms in Washington, D.C.

Jim is a member of the American Bar Association Section of Labor and Employment Law and Litigation.

## Education

Jim is a graduate of the University of Scranton, and received his law degree with honors from Quinnipiac College School of Law, where he served as the editor-in-chief of the law review. He also holds a Masters in Law (LL.M.) in Labor and Employment Law, with distinction, from Georgetown University Law Center.

## Publications

An active writer and speaker, Jim often speaks at various bar and industry functions and writes for various bar journals, newsletters, and law reviews.

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