



Principal, New York City

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Mary A. Smith is a principal in the New York City, New York, office of Jackson Lewis P.C. She serves as a trusted advisor to clients on a broad range of litigation and counseling matters, helping them to understand how developing workplace issues and trends impact their businesses.

Mary defends employers against claims of discrimination (gender, race, age, disability and national origin), sexual harassment, retaliation, breach of contract, misappropriation of confidential information and related tort claims. She defends employers in state and federal courts, in arbitral forums such as AAA and administrative agencies such as the Equal Employment Opportunity Commission, New York State Division of Human Rights, and the New York City Commission of Human Rights. As a member of Jackson Lewis' Restrictive Covenants, Trade Secrets and Unfair Competition group, she regularly drafts and reviews employment agreements, confidentiality agreements, and noncompetition agreements, and handles related litigation.

Mary is also a member of Jackson Lewis' Financial Services, Real Estate, Healthcare, and Technology industry groups and is well versed in the workplace issues unique to those industries.

## Honors and Recognitions

- *The Best Lawyers in America*®, "Litigation - Labor and Employment" (2023)

## Pro Bono and Community Involvement

- FC Mount Pleasant United, Inc. Soccer Club, Board Member
- Westchester Youth Soccer League, Board Member

## Published Works

- "Recent U.S. Supreme Court Decisions And Their Potential Long-Term Impact On Workplace Law," *The Mother Court* (SDNY Chapter of the Federal Bar Association, November 2022) [Author]
- "Recent Trends in State Non-Compete Legislation," *The Labouring Oar* (Federal Bar Association, Winter 2019) [Co-Author]

## Practices

- Financial Services
- Healthcare
- Real Estate
- Technology
- National Compliance and Multi-State Solutions
- Corporate Governance and Internal Investigations
- Employment Litigation
- Restrictive Covenants, Trade Secrets and Unfair Competition
- Workplace Training
- Life Sciences
- Private Equity

## Education

- St. John's University School of Law, J.D. 1990
- St. John's University, B.A. 1987

## Admitted to Practice

- 2nd Circuit Court of Appeals 1998
- New Jersey - D. N.J. 1990
- New York - E.D. N.Y. 1992
- New York - N.D. N.Y. 1996
- New York - S.D. N.Y. 1992
- New York - W.D. N.Y. 2005
- New Jersey 1990
- New York 1991