



Principal, Washington, D.C. Region

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John M. Remy is a principal in the Washington, D.C. Region office of Jackson Lewis P.C. With significant jury trial experience in four states, he is one of D.C.'s preeminent employment defense litigators. From 2007 through 2017, John was the office managing principal, and under his management, the D.C. Region office more than doubled in size and revenue.

John's practice focuses on litigation and counseling. He represents employers in federal and state courts covering a wide range of statutes and subjects, including discrimination, retaliation, wrongful termination, and tort claims. He devotes a considerable part of his practice to litigating and advising employers on covenants to compete, breaches of duty of loyalty, and theft of trade secrets claims.

As part of his counseling practice, John provides daily advice and training to management to help employers avoid litigation. His traditional labor experience includes handling representation cases and numerous unfair labor practice cases and labor arbitrations. He represents employers before the Equal Employment Opportunity Commission, National Labor Relations Board, Department of Labor, and numerous state and local agencies.

John is a frequent speaker before human resource organizations and industry associations, has taught trial classes for the D.C. Bar Association and has been a guest lecturer at Virginia Tech and George Washington University. He has also served as an elected member of the firm's Advisory Committee to the Board of Directors.

## Practices

- National Compliance and Multi-State Solutions
- Affirmative Action, OFCCP and Government Contract Compliance
- Leisure
- Government Contractors
- Hospitality
- Employment Litigation
- Restaurants
- Restrictive Covenants, Trade Secrets and Unfair Competition
- Trials and Appeals
- Workplace Training
- Higher Education
- Education: K-12
- Corporate Diversity Counseling

## Education

- University of Michigan Law School, J.D. 1996
- Northwestern University, B.S. 1993

## Admitted to Practice

- 4th Circuit Court of Appeals 2002
- U.S. Court of Appeals, DC Circuit 2003
- District of Columbia - D.D.C. 2002
- Maryland - D. Md. 2007
- Virginia - E.D. Va. 2003
- Virginia - W.D. Va. 2005
- District of Columbia 1998
- Maryland 2007
- Virginia 2003

## Examples of Trial Experience

- *Jose Salazar v. Lakeshore Learning Materials*, Los Angeles Superior Court. Former manager, who was demoted and eventually laid off after allegedly complaining to CEO and VP of HR, brought claims of retaliation and age discrimination. Jury returned a defense verdict on all counts after the judge stated to the parties in a pre-trial conference that a plaintiff's verdict was "very likely."
- *Roberts v. Delta Solutions and Technologies, Inc., et al.*, Fairfax County Circuit Court. Former employee brought multiple claims relating to her termination and surrounding events and sought over \$800,000. Ultimately, 14 claims of defamation against all defendants were tried. The jury returned a complete defense verdict on all claims.
- *Cooper v. Counterpart Int'l, Inc.*, D.C. Federal District Court. Terminated long-time employee with employment contract sought \$2 million for breach of contract and tort claims. After eight-day trial, jury returned a defense verdict on all claims.
- *Leigh, et al. v. Airport Taxi Management*, Anne Arundel County Circuit Court. Twelve plaintiffs brought claims for breach of contract, wrongful termination, intentional interference with economic relations, and fraud. After six-day trial, jury returned a defense verdict on all claims.
- *Rampersaud v. Federal Management Systems, Inc.*, Montgomery County Circuit

Court. Plaintiff alleged five counts, including discriminatory termination, retaliation, and violation of the Family and Medical Leave Act. After two-week trial, the court granted directed verdict on two counts and the jury returned a defense verdict on remaining three counts.

- *Pabon v. MVM, Inc., et al.*, Loudoun County Circuit Court. Former employee brought claims of wrongful termination and tortious interference seeking over \$5 million. Jury returned a defense verdict on all claims, save for a \$15,000 award against one defendant that the plaintiff stipulated could not be sustained under Virginia law.

### Honors and Recognitions

- *The Best Lawyers in America*®, "Litigation - Labor and Employment" (2022-present), "Labor Law - Management" (2023-present) and "Employment Law - Management" (2021-present)
- One of the D.C. area's "go to" SmartLawyers
- *SmartCEO Magazine*, "Legal Elite" Reader's Poll
- *Washington, D.C. Super Lawyers*®, "Super Lawyers" (2011-2024)
- *Virginia Super Lawyers*®, "Super Lawyers" (2011-present)
- *Virginia Business Magazine*, Virginia's "Legal Elite"
- *Washingtonian Magazine*, "Best Employment Defense Attorneys"
- Thomson Reuters, "Thomson Reuters Stand-out Lawyer - Independently Rated Lawyers"

### Pro Bono and Community Involvement

- So Others Might Eat, Pro Bono Services
- American Cancer Society, Member, Corporate Council (2013-2014)
- Habitat for Humanity of Northern Virginia, Board of Directors Member (2004-2015) and Pro Bono services