



Principal, Washington, D.C. Region

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Caroline H. Cheng is a principal in the Washington, D.C. Region office of Jackson Lewis P.C. Her practice focuses on providing preventive advice and counsel, as well as representing employers in workplace law matters.

## Practices

- Advice and Counsel
- Corporate Diversity Counseling
- Corporate Governance and Internal Investigations
- Disability, Leave and Health Management
- Employee Benefits
- Hospitality
- International Employment
- Restaurants
- Restrictive Covenants, Trade Secrets and Unfair Competition
- Sports
- Real Estate
- Construction

## Education

- University of Pennsylvania Carey Law School, J.D. 2010
- Princeton University, A.B. 2006

## Admitted to Practice

- New York - E.D. N.Y. 2012
- New York - S.D. N.Y. 2012
- District of Columbia 2021
- New York 2011
- Virginia 2020

In her counseling practice, Caroline strives to provide practical business advice based on best practices. She regularly advises clients on a broad range of matters arising under federal, state, and local laws, including policy design and drafting, employment contracts, restrictive covenants, employee requests for accommodations and leaves, performance management and employee discipline, wage and hour compliance, employee benefits, and terminations. Caroline also provides preventive training to help employers reduce risk and avoid litigation.

Caroline assists clients with sensitive workplace investigations. Examples include investigating allegations that a senior executive sexually harassed his subordinates, and investigating and assessing an organization's compliance with federal, state, and local wage and hour laws.

Before joining Jackson Lewis P.C., Caroline worked as in-house counsel for the National Basketball Association. There, her practice included providing advice and counsel on U.S. and cross-border employment and benefits matters, assisting with labor negotiations regarding players and referees, and managing immigration issues. Before that, Caroline worked for an international law firm, where she focused on defending employers in high-impact litigation matters and providing support regarding mergers and acquisitions.

## Honors and Recognitions

- *The Best Lawyers in America*®, "Ones to Watch: Labor and Employment Law - Employee" (2021-present)

## Published Works

- International Labor and Employment Laws, 5th ed., American Bar Association Section of Labor and Employment Law (2020) [Contributing Author]