

## Jeremy Sosna

Shareholder

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## Focus Areas

Discrimination and Harassment  
Leaves of Absence and Disability Accommodation  
Hiring, Performance Management and Termination  
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*

## 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 Insight*

June 7, 2024

### **Littler Ranked in 2024 Chambers USA Guide**

*Littler 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**

*Littler Press Release*

June 6, 2023

### **Big Changes to Minnesota's Employment Laws Are Coming Soon**

*Littler Insight*

May 18, 2023

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

*Littler Insight*

May 15, 2023

**Review Moonlighting Policies in Light of Remote Work, Inflation**

*SHRM Online*

August 11, 2022

**Littler Ranked in Chambers USA Guide 2022**

*Littler Press Release*

June 1, 2022

**Littler Ranked in Chambers USA Guide 2021**

*Littler Press Release*

May 27, 2021

**Littler Adds Shareholder Jeremy Sosna in Minneapolis**

*Littler Press Release*

May 21, 2019

## **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