



Jennifer M. Huelskamp

partner

Jen is a partner in the Labor & Employment Department with a practice focused on employment litigation and counseling. She has significant experience representing clients in state and federal courts and in proceedings before government agencies, including the Equal Employment Opportunity Commission, the Illinois Department of Labor and the Illinois Department of Human Rights. Jen also routinely assists employers with issues that arise in the general commercial litigation space.

Jen represents employers in several areas of employment law, including issues arising under Title VII of the Civil Rights Act (Title VII), the Age Discrimination in Employment Act (ADEA), the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA). Jen also routinely counsels clients on all areas of compliance with Illinois employment law, including issues arising under the Illinois Human Rights Act (IHRA), the Right to Privacy in the Workplace Act, the Illinois Personnel Record Review Act, the Illinois Worker Adjustment and Retraining Notification Act, the Illinois One Day Rest in Seven Act, the Victims' Economic Security and Safety Act, the Illinois Whistleblower Act, the Illinois Equal Pay Act and the Illinois Biometric Information Privacy Act, as well as local laws and ordinances.

She also regularly counsels employers on a broad range of labor and employment issues in a large number of states outside of Illinois, including sexual harassment and discrimination issues, wage and hour compliance, restrictive covenant enforcement, reductions in force, leaves of absence, policy compliance and terminations. She regularly drafts and negotiates employment and severance agreements and provides advice and counsel on labor and employment issues arising in corporate transactions. Finally, Jen has extensive experience in negotiation and settlement, including employment separations and workplace issues.

Jen also represents clients in all phases of complex litigation in state and federal courts across the country. Her experience includes a wide range of commercial cases, including litigation relating to breach of contract, construction, sexual abuse, fraud, trade secrets, restrictive covenants and other employment matters, such as retaliatory discharge, Title VII, ADEA

CONTACT

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EDUCATION

Northwestern University Pritzker
School of Law, J.D., *cum laude*,
2012

University of Notre Dame, B.A.,
2006

SERVICES

Labor & Employment

- Employment litigation
- Employment law compliance counseling
- Leave, FMLA and ADA reasonable accommodation counseling
- NLRB and other unfair labor practices representation
- Wage and hour compliance
- Trade secret protection and non-competition

and FLSA disputes. Her experience spans all stages of litigation, including and leading up to trial.

In addition to her general caseload, Jen regularly devotes time to pro bono matters. Recently, she served as a guardian ad litem through Chicago Volunteer Legal Services, which provides free Chicago Legal Aid for low income residents of Cook County and assisted a veteran with an adoption.

During law school, Jen worked as a judicial extern to the Hon. Charles P. Kocoras and the Hon. Morton Denlow, United States District Court, Northern District of Illinois and as a law clerk in the Juvenile Division of the Cook County State's Attorney's Office. Prior to law school, she worked as a litigation consultant at FTI Consulting where she assisted with financial restatements and investigations for large national and international companies and assisted in drafting numerous expert opinions.

REPRESENTATIVE MATTERS

- Lead attorney defending medical device company against sexual harassment and wrongful termination claims.
- Lead attorney in defending technology company in contract dispute.
- Lead attorney representing technology company in Illinois Department of Employment Insurance claim filings and hearing.
- Defended technology company in contentious sexual harassment EEOC proceeding.
- Defended large church in a variety of matters, including against multiple sexual abuse and sexual harassment claims.
- Successfully obtained summary judgment for security and investigative services company on religious discrimination claims.
- Represented a large corporation in a multiple plaintiff, multiple defendant child sexual abuse case.
- Represented buyer in employment issues related to asset sale of technology company.
- Represented seller in employment issues related to acquisition of technology company.

BAR ADMISSIONS

- Illinois
- U.S. Court of Appeals for the Seventh Circuit
- U.S. District Court for the Northern District of Illinois

PRESENTATIONS

- "How to Handle Harassment Claims Under the New EEOC Guidance," Porter Wright Employment Relations Seminar, June 4, 2024
- "The ROI on DE&I: Making the Business Case for HR's Investment in Diversity Programs," The DEI Summit: Diversity Officers & HR Taking Charge, Nov. 3, 2021

SERVICES (CONTINUED) Business Competition Advice & Litigation

- Non-compete, non-solicitation, non-recruitment and non-disclosure agreements
- Non-competition and trade secret counseling and litigation

Litigation

- Commercial litigation
- Non-competition and trade secrets litigation

PUBLICATIONS

- “Equinox bias verdict shows swift employer response is key,” *Law360 Expert Analysis*, July 21, 2023
- “Employment litigation as Illinois returns to work,” *Illinois Institute for Continuing Legal Education Flashpoint*, July 2020
- “*Ortiz v. Werner Enterprises, Inc.*: The new standard for discrimination claims,” *Illinois Institute for Continuing Legal Education Flashpoint*, June 2019
- “The Illinois Biometric Information Privacy Act: What employers should know,” *Illinois Institute for Continuing Legal Education Flashpoint*, October 2017
- “Illinois businesses should clarify bonus policies,” *Illinois Institute for Continuing Legal Education Flashpoint*, October 2017
- “The new Good Samaritan: Without fee v. without fault,” *Illinois Institute for Continuing Legal Education Flashpoint*, June 2015

PROFESSIONAL ASSOCIATIONS

- Chicago Bar Association
- American Bar Association
- Northwestern University School of Law Center on Wrongful Convictions Justice Council, President

HONORS | AWARDS

- *Best Lawyers: Ones to Watch in America*®
- 40 Under 40 Illinois Attorneys to Watch, *Law Bulletin Media & Chicago Daily Law Bulletin*