



R. Shane Kagan

Associate
Berkeley Heights
P 908-795-5200
F 908-464-2614
Shane.Kagan@jacksonlewis.com

Practices

Litigation
Restrictive Covenants,
Trade Secrets and Unfair
Competition

Industries

Healthcare

Education

Rutgers Law School -
Newark
J.D., 2009

Bucknell University
B.S., 1999

Admitted to Practice

- New Jersey - D. N.J., 2009
- New Jersey, 2009
- New York, 2010
- 3rd Circuit Court of Appeals, 2019

R. Shane Kagan is an associate in the Berkeley Heights, New Jersey, office of Jackson Lewis P.C. His practice focuses on representing employers in workplace law matters, including pre-litigation claims and litigation, and preventive advice and counsel.

While attending law school, Shane was an articles editor for the *Rutgers Law Record*, served as Treasurer and Executive Board Member for the Moot Court Board, and participated in the Special Education Clinic, providing *pro bono* legal services. He also was a judicial extern for the Honorable Freda L. Wolfson, the current Chief Judge in the United States District Court for the District of New Jersey.

After law school, Shane was a law clerk for the Honorable W. Hunt Dumont, P.J.Cv. (ret.) in the Superior Court of New Jersey in Morris County. Following his clerkship, Shane practiced company and management-side labor and employment law for several years before joining Jackson Lewis.

Prior to engaging in a career in law, Shane was a high school social studies teacher and coach in South Plainfield, New Jersey.

Honors and Recognitions

- *The Best Lawyers in America*®, "Ones to Watch: Labor and Employment Law - Management" (2021)
- *Super Lawyers*®, "Rising Stars" (2018-2019)

Pro Bono and Community Involvement

- Pro Bono Partnership

Professional Associations and Activities

- Morris County Bar Association
- New Jersey State Bar Association

Published Works

- "The Evolution of E-Discovery: The Defendant's Perspective on the ESI Amendments to the Federal Rules of Civil Procedure," *New Jersey Labor and Employment Law Quarterly*, Vol. 39, No. 1 (December 2017) [Co-Author with Brett M. Anders]
- "Employer Lawfully Refused to Bargain with Union," *Society for Human Resource*

Management, (June 20, 2016) [Author]

- "Sexual Harassment Punitive Damages Award Reduced," *HR Magazine* (February 2014) [Co-Author]
- "Racially Offensive Comments and Jokes Supported Harassment Claim," *HR Magazine* (September 2012) [Co-Author]
- "Third Circuit Outlines Applicable Standard For Residency Requirement, Disparate Impact Case," *New Jersey Labor and Employment Law Quarterly*, Vol. 33, No. 3 (March 2012) [Author]