



David R. Jimenez

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Practices

Corporate Governance and
Internal Investigations
International Employment
Issues

Services

Managing Your Work Force
and WARN Act
Compliance

Industries

Insurance
Higher Education
Healthcare

Education

Hofstra University
School of Law
J.D., 1991

The University of Texas at
Austin
B.S., 1988

Admitted to Practice

- Connecticut - D. Conn.
- Connecticut

David R. Jimenez is a Principal in the Hartford, Connecticut, office of Jackson Lewis P.C. He is the Co-Leader of the firm's Corporate Governance and Internal Investigations Practice Group.

Mr. Jimenez advises employers on complex matters and litigation including:

- Class Action cases involving Title VII discrimination claims, the Fair Labor Standards Act, and matters related to contingent, temporary, and independent contractor workforce categorization;
- Domestic and international corporate re-organizations and reductions in force;
- Sarbanes Oxley, whistleblower, retaliation, employee investigations and corporate governance matters;
- Executive (C-level) employment contracts including key executive employment agreements, change of control agreements, and executive separation agreements;
- NASD U-5 matters involving registered representatives and potential claims of defamation; and
- Title VII discrimination and harassment claims.

Mr. Jimenez also provides counsel to employers on a variety of strategic matters including HR compliance, outsourcing/in-sourcing HR initiatives, code of conduct development and organizational compliance, and management of employment law exposures.

Prior to joining Jackson Lewis, Mr. Jimenez has held positions of significant responsibility as the former vice president and associate general counsel of a Fortune 100 financial services company where he managed domestic and international employment law and immigration matters for a firm with over 30,000 employees, managed a multi-department HR organization, led a major international reduction-in-force affecting employees in five European and two Asian countries, and oversaw a major re-design of the human resources function including the development of an HR call center that he managed. He has also led major corporate initiatives including development and rollout of nationally compliant timekeeping systems for non-exempt employees, payroll conversion initiatives, FLSA preventative audits, employee surveys, and build out of OFCCP compliance programs to meet federal contractor and executive order 11246 requirements. His experience also includes the development and management of a corporate ombudsman office.

He has developed training and lectured on various topics to HR and management groups including: Employment Law for Leaders; New Employee Background Checks; and Managing Employee Investigations. He has been quoted by major publications including *The Wall Street Journal*, the *Hartford Courant*, the *Metropolitan Corporate Defense Counsel*, *The Connecticut Law Tribune* and other leading

publications.

Honors and Recognitions

- *The Best Lawyers in America*® (2013-present)
- Connecticut *Super Lawyers*® (2012-present)



Professional Associations and Activities

- America Bar Association
- American Inns of Court
- American Leadership Forum
- *Ethisphere* (a leading publication on matters of corporate governance and compliance), Advisory Board Member
- Hartford County Bar Association
- Hispanic National Bar Association
- Inns of Court, Former Barrister
- Metro Hartford Alliance

Pro Bono and Community Involvement

- The Hartford County Bar Foundation, Board Member

Published Works

- "Strategic Handling of Employment Law Exposures," *Ethisphere* (Quarter 02, 2007) [Author]
- "Employee Handbooks Can Be Legal Minefields," *Boston Business Journal* (September 1996) [Author]

Speeches

- Employment Law Compliance Solutions, Practising Law Institute (October 2006)
- Investigating Complaints under Sarbanes-Oxley, Practising Law Institute (January 2006)
- Development of an HR Contact Center, I.Q.P.C. Conference (May 2004)
- Strategic Management of Employee Litigation, Executive Employer Conference (April 2004)
- Managing Litigation Costs, Executive Employer Conference (April 2003)
- Responding to Employee Complaints, ABA, Section of Labor and Employment Law (November 2001)