



Principal, Minneapolis

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Practices

- Employment Litigation
- National Compliance and Multi-State Solutions
- Workplace Training
- Financial Services
- Restrictive Covenants, Trade Secrets and Unfair Competition

Education

- William Mitchell College of Law, J.D. 2005
- North Dakota State University, B.S. 2000

Admitted to Practice

- Wisconsin - E.D. Wis. 2016
- Wisconsin - W.D. Wis. 2012
- Minnesota - D. Minn. 2007
- Wisconsin 2007
- Minnesota 2006

Jennifer A. Nodes is a principal in the Minneapolis, Minnesota office of Jackson Lewis. She devotes her practice exclusively to counseling management in a wide variety of employment matters and litigating employment claims before administrative agencies and state and federal courts.

Jennifer is committed to assisting clients in achieving their business objectives while mitigating legal risks. She provides practical guidance on a range of issues, including the preparation of personnel policies and employee handbooks, the drafting of employment offer letters and agreements—such as executive, non-competition, and non-solicitation agreements—compliance with wage and hour regulations, the investigation of employee misconduct, adherence to disability, leave, and health management statutes and regulations, the implementation of discipline and discharge protocols, and the formulation of severance policies and separation agreements.

Her litigation practice includes the defense of employers in single and multi-plaintiff actions in state and federal court on claims of discrimination, sexual harassment, breach of contract, retaliation, non-competes and protection against unfair competition, family medical leave laws, wrongful discharge, and other employment compliance matters.

Jennifer also collaborates with clients by educating management on legal trends, judicial developments, and compliance with statutory and regulatory requirements. She designs and conducts tailored training programs for both supervisory and non-supervisory employees to meet clients' specific needs. She is also a frequent speaker before business and employer associations, including the Society for Human Resource Management.

Prior to returning to Jackson Lewis, Jennifer was the Managing Director, US General Counsel, for BMS Intermediaries, Inc.

Honors & Recognitions

- *Minnesota Super Lawyers*®, "Rising Stars" (2013-2018)

Published Works

- FDIC Revises Federal Deposit Insurance Act Section 19 Regulations (August 24, 2020)
- Minnesota to Enter Phase III of Reopening Plan (June 8, 2020)
- Minnesota to Allow Al Fresco Restaurant Dining, Haircuts Beginning June 1 (May 21, 2020)