

Associate, Philadelphia

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Jessica.Mazzeo@jacksonlewis.com

Practices

- Workplace Training
- Corporate Diversity Counseling
- Corporate Governance and Investigations

Education

- Widener University School of Law, J.D. 2021
- Temple University, B.B.A. 2015

Admitted to Practice

- Pennsylvania - M.D. Pa. 2024
- Florida - S.D. Fla. 2023
- Pennsylvania - E.D. Pa. 2022
- Florida 2022
- Pennsylvania 2022

Jessica L. Mazzeo is an associate in the Philadelphia, Pennsylvania, office of Jackson Lewis P.C. A seasoned HR and operations executive, Jessica's decision to focus her law practice on employment law came easily. With a strong operational background focused on organizational effectiveness and operational excellence, she provides her clients with a business-first approach to help solve their legal problems.

With a passion for entrepreneurship, Jessica counsels clients on overall employment best practices, risk avoidance and conducting HR related trainings across a wide range of disciplines. She has successfully defended large institutional employers in employment litigation against claims of discrimination, harassment and retaliation, including the representation of a Fortune 150 pharmaceutical company in multiple gender, race, ethnicity, disability and age discrimination and retaliation lawsuits. Jessica has also handled several confidential and sensitive investigations for both non-profit and for-profit organizations and has assisted with reports and recommendations in connection with alleged improprieties. Her experience extends to drafting and negotiating executive compensation agreements, restrictive covenants, and severance agreements as well as independent contractor agreements and work-for-hire agreements for privately held businesses.

Prior to joining Jackson Lewis, Jessica was the Chief Operating Officer and an attorney for a women owned law firm based out of Philadelphia where she oversaw the firm's business operations, developed and implemented HR strategies, drove professional development for attorneys and staff and established policies to promote an inclusive culture. Choosing to invest her time outside the office in a wide range of non-profit and civic endeavors, Jessica has spent several years as a volunteer for the Women's Business Enterprise Center East. During that time, Jessica was also actively involved in supporting the National Association of Minority and Women Owned Law Firms, a non-profit trade organization dedicated to fostering relationships between Fortune 500 companies, government entities and outside legal counsel.

Pro Bono and Community Involvement

- Association of Legal Administrators: Chair, Diversity & Inclusion Committee (2020-2021); Executive Search Committee Member (2020)
- Edgmont Township: Community Day Planning Committee Member (2022-2025)
- National Association of Minority and Women-Owned Law Firms: Communications Committee (2022-2024); L&E PAC Webinar Subcommittee (2024)
- The Carriages at Runnymede Farms Community Association: President, Board of Directors (2024-2025); Secretary (2023-2024); President (2020-2022)
- The Joey Lee Fritz Memorial Foundation: Co-Founder (2012-2025)
- Women's Business Enterprise Council East: Volunteer (2014-2021, 2024-2025)

Published Works

- “Staying Calm Amongst the Chaos: Employers Need Steady Focus as They Navigate Rapidly Changing Employment Laws”, *The Legal Intelligencer*(March 2025) [Author]
- “Navigating Conflicting Laws & Regulations When It Comes To Implementing DEI Policies In The Workplace”, *The Legal Intelligencer*(August 2024) [Co-Author]
- “Employment Law Roundup: A Busy First Six Months of 2024”, *The Legal Intelligencer* (June 2024) [Author]
- “Another Bite at the Apple: Neuroinclusion as a Way to Lead the Diversity Challenge”, *The Legal Intelligencer* (March 2024) [Author]
- “Lawyers Need Proper HR Training to Be Better Supervisors and to Reduce Risk”, *The Legal Intelligencer* (February 2024) [Author]
- “We Cannot Relent: The Need to Remain Resilient in Your Firm’s DEI Efforts”, *The Legal Intelligencer* (September 2023) [Author]
- “NLRB Decisions Have Employers Evaluating Future While Simultaneously Revisiting the Past”, *The Legal Intelligencer* (June 2023) [Author]
- “It Is More Important Than Ever to Ensure the Safety of Our Employees At Work”, *The Legal Intelligencer* (February 2023) [Author]
- “More Than Meets the Eye: Tackling Deep Level Diversity in the Law”, *The Legal Intelligencer* (May 2022) [Author]
- “Lemons Can Always Make Lemonade: Lessons Learned from COVID-19”, *The Legal Intelligencer* (April 2021) [Co-Author]
- “Black History Month: A Time for Celebration, Reflection and Looking Ahead” – *The Legal Intelligencer* (February 2021) [Co-Author]
- “ICYMI: Free D&I Resources Available to You”, *Legal Management*(November 2020) [Co-Author]
- “Staying Engaged and Evaluating Performance During a Prolonged Pandemic”, *The Legal Intelligencer*(November 2020) [Co-Author]
- “A Movement, Not a Moment: Law Firms Need to Discuss Racial Inequality Now”, *The Legal Intelligencer*(September 2020) [Co-Author]
- “Then and Now: Law Firm Management Challenges Before, After Quarantine”, *The Legal Intelligencer* (June 2020) [Author]
- “In-House Perspective on Diversity, Inclusion and Equity During a Pandemic”, *The Legal Intelligencer* (May 2020) [Author]
- “Navigating the Changing Workplace Landscape Caused by COVID-19”, *The Legal Intelligencer* (April 2020) [Author]
- “Creating New Solutions to Old Challenges: Design Thinking in the Law”, *The Legal Intelligencer* (February 2020) [Author]

Speeches

- "Management of the Hybrid Law Office: Practical and Ethical Considerations", myLawCLE (April 2024) (Co-Presenter)
- "Law Firm Housekeeping: What You Need to Know to Avoid Employee Claims", Jenkins Law Library (March 2024) (Presenter)
- "Step Up Your Firm’s Game with a Strategic Marketing Audit", National Association of Minority and Women Owned Law Firms Annual Meeting (March 2024) (Co-Presenter)
- "Next Gen Power Hour: Personal Branding", Women’s Business Enterprise Center East (May 2023) (Co-Presenter)
- "What You Didn’t Learn in School: How to Network Like a Pro", National Association of

Women Business Owners Business Conference (October 2022) (Co-Presenter)

- "More Than Meets the Eye: Tackling Deep Level Diversity in the Law", Celesq® AttorneysEd Center - Webinar (September 2022) (Presenter)
- "Much More Than Her LSAT Score: Lessons Learned on Confronting Bullying and Bias From Judge Ketanji Brown Jackson's Confirmation Hearings", National Association of Minority and Women Owned Law Firms Annual Meeting (September 2022) (Co-Presenter)
- "Lessons Learned From Our Very Own Law Firm Management Master", Celesq® AttorneysEd Center (July 2022) (Co-Presenter)
- "Hybrid Law Firms: A New Model for Modern Legal Practices", Lawline (January 2022) (Co-Presenter)
- "Don't Hit the Panic Button: Meeting Client Diversity Initiatives", Association of Legal Administrators (October 2021) (Co-Presenter)
- "Put Your Money Where Your Mouth Is: Diversifying Your Legal Spend to Meet Your Message", Celesq (May 2021) (Co-Presenter)
- "How To Put DEI Into Your Firm's DNA", Association of Legal Administrators, Oregon Chapter (March 2021) (Moderator)
- "From Diversity to Inclusion: A Social Uprising", Calgary Chapter of the Association of Legal Administrators - Virtual (November 2020) (Presenter)
- "The Fab Five: Addressing D&I from All Perspectives Including Client's Perspective", Legal Marketing Association Annual Conference - Virtual (October 2020) (Panelist)
- "A Dream Deferred: How the Legal Community Can, and Must, Respond to Police Brutality", Association of Legal Administrators - Webinar (August 2020) (Moderator)
- "Fireside Chat: Next Level D&I", Chapter Leaders Institute, Association of Legal Administrators - Webinar (July 2020) (Panelist)
- "Continue the Conversation on Diversity & Inclusion", Philadelphia Chapter of the Association of Legal Administrators - Virtual/Zoom (July 2020) (Presenter)
- "Social Unrest: Racism in America", Association of Legal Administrators - Virtual Roundtable (June 2020) (Presenter)
- "From Diversity to Inclusion", Philadelphia Chapter of the Association of Legal Administrators - Webinar (June 2020) (Presenter)
- "Remote Working Advice for Summer Associates", Drexel University Thomas R. Kline School of Law - Virtual/Zoom (May 2020) (Co-Presenter)
- "From Diversity to Inclusion: Creating a Culturally Competent Law Firm", Association of Legal Administrators - Webinar (May 2020) (Presenter)
- "What Women Want: Strategies for Law Practice Leaders", American Bar Association - Webinar (April 2020) (Moderator)
- "Are You Ready for It? The Law Office of the Future", Association of Legal Administrators - Webinar (February 2020) (Presenter)