



Principal, Jacksonville

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Brian L. Hayden is a principal in the Jacksonville, Florida, office of Jackson Lewis P.C. He represents employers of all sizes and is a trusted advisor to C-suite management and human resources professionals across the country.

## Practices

- Employment Litigation
- Restrictive Covenants, Trade Secrets and Unfair Competition
- Healthcare

## Education

- University of Florida Levin College of Law, J.D. 2008
- Yale University, B.A. 1998

## Admitted to Practice

- 11th Circuit Court of Appeals 2012
- Florida - M.D. Fla. 2010
- Florida - N.D. Fla. 2010
- Florida - S.D. Fla. 2009
- Florida 2008

In his counseling practice, Brian regularly advises employers on issues such as best practice employment policies, wage and hour issues, restrictive covenants, remote work, disability management, reductions in force, hiring and separations, and performance management. In addition, he frequently conducts management training for employers on a wide variety of employment law topics, including EEO/anti-harassment, FMLA, ADA, and FLSA issues.

Brian also has an active litigation practice. This 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, violation of whistle-blower protections, wage/hour laws, family medical leave laws, wrongful discharge and related tort claims. Brian also prosecutes and defends lawsuits involving restrictive covenants, trade secrets, and unfair competition. In addition, he has handled appellate matters in Florida's district courts of appeal and the United States Eleventh Circuit Court of Appeal.

Before attending law school at the University of Florida, Brian worked as a Series 7 and 63 licensed securities trader in New York City. He also worked as a volunteer in Poland for the United States Peace Corps immediately after graduating from Yale University, where he obtained a bachelor's degree in Philosophy.

On a personal note, Brian is committed to improving and giving back to his community and currently serves on the Board of Directors for the Jacksonville Society for Human Resource Management ("SHRM"), Jax Church, a nondenominational Christian fellowship, and Big Brothers Big Sisters of Northeast Florida ("BBBSNEFL").

## Honors and Recognitions

- *The Best Lawyers in America*®, "Ones to Watch: Labor and Employment Law - Management" (2021-2023)
- National Asian Pacific American Bar Association (NAPABA), Leadership Advancement Program Fellow (2023-2024)
- *Super Lawyers*®, "Rising Stars" (2016-2018)

## Pro Bono and Community Involvement

- Big Brothers Big Sisters of Northeast Florida (BBBSNEFL) - Member of the Board of Directors. BBBSNEFL is a mentoring organization that creates and supports one-to-one mentoring relationships that ignite the power and promise of youth. Working within the communities of Northeast Florida since 1914, BBBSNEFL has effectively inspired change in the lives of thousands through impactful mentoring programs and meaningful relationships that defend and ignite today's youth to reach their full potential.

