



Jennifer C. Jauffret

Director

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Jennifer Jauffret is head of the firm's Labor and Employment Group. She represents a wide variety of management clients in labor and employment issues in Delaware and neighboring states, including appearances before state and federal agencies and courts. Jennifer has experience litigating breach of restrictive covenant cases (including nondisclosure, noncompetition, and nonsolicitation restrictions) in the Delaware Court of Chancery, defending WARN Act and other employee claims in bankruptcy court, and defending clients before the EEOC, the Department of Labor, and in federal and state court with regard to Title VII, ADEA, ADA, FLSA, and FMLA claims, as well as related state law claims. Jennifer is also a certified mediator with the Superior Court of Delaware.

Chambers USA praised Jennifer's "breadth of experience," noting that she "is very practical and is always able to provide advice that is both technically sound and reasonable under the circumstances." An integral part of Jennifer's practice is helping employers prevent and reduce exposure to lawsuits. She provides employment advice on major corporate transactions and on general employee issues, such as noncompetition agreements and discipline/termination situations, and drafts employment agreements, separation agreements, noncompetition agreements, and employee handbooks. Jennifer trains both managers and employees regarding compliance with evolving employment laws.

Devoting significant time to her community, Jennifer's pro bono work includes providing legal advice to Delaware nonprofit agencies, assisting domestic violence victims in obtaining protection from abuse orders, leading the firm's Office of Child Advocate (OCA) volunteers, and working with OCA as a guardian for abused or neglected children. In 2018 she received the Delaware State Bar Association's Community Service Award.

Experience

- Local hospitals, healthcare offices, and medical billing companies: employment policies, employment agreements, union issues, discipline issues, FMLA advice,

- harassment investigations, wage and hour compliance
- Local manufacturing firms: discrimination defense, ADA accommodation advice, manager and employee compliance training, nonsolicitation agreements, general employment issues
- Global consulting and restructuring firm: restrictive covenant nonsolicitation and noncompete litigation in Delaware Court of Chancery
- Large national retailers and restaurants: WARN issues, noncompetition agreements, discrimination issues and suits
- Global technology company: employee class action defense re: WARN and severance benefits
- Senior executives: negotiation of employment and separation agreements
- Local businesses and non-profits: counseling on various HR issues, defending discrimination claims, preventative advice and training

Publications

- "USA Regional Employment – Delaware Law and Practice," *Chambers USA*, 2019
- "Greater Protections for Delaware Employees = Additional Training and Awareness for Management," *Delaware Banker*, Summer 2016
- "Preparation and Management of Discrimination Suits," *Inside the Minds*, May 2008
- "Rocking the Cradle," *Delaware Banker*, Spring 2008
- "Trade Secret Laws: Delaware," *Practical Law Company*, annual publication
- "Anti-discrimination Laws: Delaware," *Practical Law Company*, annual publication
- "Non-compete Laws: Delaware," *Practical Law Company*, annual publication
- "Wage and Hour Laws: Delaware," *Practical Law Company*, annual publication
- "Employment Claims in Release Agreements: Delaware," *Practical Law Company*, annual publication
- "Independent Contractors: Delaware," *Practical Law Company*, annual publication

Awards

- *Chambers USA*, 2019, 2018, 2017, 2016, 2015, 2014, 2013, 2012, 2011, 2010
- *The Best Lawyers in America*, 2020, 2019, 2018, 2017, 2016, 2015, 2014, 2013, 2011, 2010, 2009, 2008
- *Best Lawyers'* Labor and Employment Litigation Wilmington, DE Lawyer of the Year, 2019
- *Delaware Today* Top Lawyer, Top Vote Getter, Labor & Employment, 2013
- *Super Lawyers*, 2019, 2018, 2017, 2016, 2015, 2014, 2013
- Delaware State Bar Association, Community Service Award, 2018

Leadership

- Delaware State Bar Association, Labor and Employment Section, Past Chair
- Delaware Chamber of Commerce, Employee Relations Committee, Past Vice-Chair
- Catholic Charities, immediate past Board Chair, past Services and Facilities Committee Chair, past Nominating Committee Vice Chair
- United States Law Firm Group, Labor & Employment and Women Committees
- Lex Mundi, Labor & Employment Committee

Education

- J.D., *magna cum laude*, Villanova University School of Law, Order of the Coif, 1997
- B.S., Government, Cornell University, 1994

Admitted to Practice

- Delaware, 1998
- Pennsylvania, 1998
- United States District Court, District of Delaware, 1998
- United States Court of Appeals, Third Circuit, 2000
- United States Supreme Court, 2002
- United States District Court, Eastern District of Pennsylvania, 2004

Pro Bono Activities

- Assisting various nonprofit agencies with employment and personnel matters
- Assisting domestic violence victims with obtaining protection from abuse orders
- Guardian *ad Litem*, Office of Child Advocate to abused or neglected children who are in the care of the Delaware Division of Family Services

Practices

- Labor and Employment
- Litigation
- Alternative Dispute Resolution