



Jennifer S. Jackman

Office Managing Partner

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Jen Jackman is an experienced counselor to employers on all aspects of employment from hiring to discharge, including misclassification, executive agreements, pay equity and transparency, FMLA and paid leave laws, restrictive covenants, avoiding discrimination claims, due diligence audits, fair labor standards, disability accommodations, performance improvement plans, termination, severance agreements and preparing multi-jurisdictional employee handbooks. Jen is also a seasoned litigator representing employers in state and federal courts throughout the United States on matters involving wrongful termination, discrimination, breach of fiduciary duty, defamation, tortious interference and enforcement of restrictive covenants.

Jen partners with employers to learn their business from the ground up, understanding there is no one-size-fits-all solution to the myriad and evolving labor and employment challenges they face on a near-daily basis. Jen strives to deliver the best workplace solutions for businesses while minimizing risk, with efforts that include running through risk assessments for terminations, demographic analysis for RIFs, and managing poor performance.

An important focus of Jen's practice centers on the protection of her clients' proprietary interests and trade secrets through careful crafting of commercial protection agreements with restrictive covenants that are enforceable, given the constantly evolving landscape of noncompete law. When litigation arises, Jen prosecutes and defends enforcement actions. Jen also works with her clients in their hiring practices to protect against claims of tortious interference with contract when hiring employees with existing restrictive covenants.

Jen routinely conducts investigations into complaints of harassment and discrimination. Her work on this front has included several high-profile and sensitive matters, and many have been international in scope. Jen also counsels boards of directors regarding employment matters and in ensuring they meet their fiduciary duties in responding to claims.

Jen represents executives in a wide range of employment issues, including negotiation of employment agreements, stay agreements, and severance agreements, as well as providing counsel and navigating the process when an executive is the target of an investigation. Jen also assists executives transitioning to new employment

Services & Industries

- Employment & Independent Contractor Agreements
- Employment Litigation & Disputes
- Employment Policies & Training
- Government Contracts & Grants
- Higher Education Labor & Employment Services
- Labor & Employment
- Middle East Practice
- Trump 2.0 Hub - Navigating the Second Term
- Workplace Investigations

with existing or proposed restrictive covenants by evaluating risk, identifying options, and negotiating successful outcomes.

Finally, Jen regularly provides management and staff training on a comprehensive range of employment-related issues, including anti-harassment, managing remote employees, sensitivity, diversity and inclusion, dealing with difficult employees and hiring practices.

Education

- University of Delaware (B.A., 1995)
- University of Baltimore School of Law (J.D., *cum laude*, 1998)
- George Washington School of Law (LL.M., 2000)

Admissions

- District of Columbia
- United States District Court - District of Columbia
- Illinois
- Maryland
- United States District Court - District of Maryland
- Virginia
- United States District Court - Eastern District of Virginia
- United States District Court - Western District of Virginia

Professional Affiliations

- SHRM
- District of Columbia Bar Association
- Maryland State Bar Association
- Virginia State Bar Association
- American Bar Association

Awards & Honors

- *Northern Virginia Magazine* Top Lawyers, 2025
- Thomson Reuters Stand-out Lawyer, 2024
- *Benchmark Litigation*: Labor & Employment Guide, District of Columbia "Labor & Employment Star", 2019-present
- *The Best Lawyers in America*®, Litigation - Labor and Employment, 2018–2027
- Washington, D.C. *Super Lawyers*®, Employment Litigation, 2014–present
- Washington, D.C. *Super Lawyers*® Rising Stars, 2013
- Washington Metropolitan Chapter Community Associations Institute (WMCCAI) Rising Star Award (2010)

Community Involvement

- Board Member, The Power of 100 D.C.
- Gonzaga Mothers Club
- D.C. Office of Human Rights, Certified as a trainer for the mandated Sexual Harassment Training for Tipped Wage Workers.

- D.C. Office of Human Rights, Certified as trainer for mandated training under the Care for LGBTQ Seniors and Seniors with HIV Act.

Published In

- "Sexual Harassment in the #MeToo Era and Minimizing Risk", *The Defense Line*, December 2019
- "The Shifting Landscape of Workplace Harassment Cases," *Associations Now Plus e-newsletter*, October 2014

Thought Leadership

June 9, 2026

Remote Worker Fraud: A Growing Risk for Employers and Government Contractors

November 10, 2025

Federal Scrutiny Intensifies: The HIRE Act and EEOC's Focus on Anti-American Bias

July 21, 2025

Employee Terminations: Honesty is the Best Policy

June 27, 2025

Anti-DEI Enforcement Takes Shape: DOJ and States Apply New Vision of Civil Rights

February 19, 2025

Update on Implementation of Trump Executive Orders Related to Federal Contracting

February 12, 2025

DOJ Issues Memo Focused on Corporate and Educational DEIA Policies

February 15, 2024

Breaking up Is Hard to Do: Navigating the Employment Relationship from Courtship Through Divorce

November 6, 2023

I Am Liable for What?? New NLRB Joint Employer Standard Increases Risk of Liability for Third Party Actions

August 8, 2023

2023 Employment Trends and Takeaways for Employers

March 8, 2023

Back to the Drawing Board: The Evolving Landscape of Employer Rights and Obligations

February 17, 2023

A New Step Toward Dignity For All: Navigating D.C.'s Care of LGBTQ Seniors and Seniors with HIV Amendment Act of 2020

LeadingAge DC Member Update & News

Speaking Engagements

- Presenter, "TWWFAA Sexual Harassment Training," Restaurant Association of Metropolitan Washington, May 2023

- Presenter, "TWWFAA Sexual Harassment Training," Restaurant Association of Metropolitan Washington, April 2023
- Presenter, "Director and Officer Issues in Healthcare: What Every Board Member and Executive Should Know to Avoid Personal Liability," LifeSpan Network Annual Conference & Expo, September 2022
- Presenter, "Remote Work Agreements: Establishing Expectations and Mitigating Risk," Virginia Society of Association Executives, June 2022
- Presenter, "Employment Law for Managers," Washington Metropolitan Chapter Community Associations Institute (WMCCAI) Conference and Expo, Communities in Bloom, March 2022
- Presenter, "Learn How to Navigate Through Sticky Employment Situations," PAWSitive Leadership Podcast, December 2021
- Presenter, "Human Resources & Employment Law," American Society of Association Executives (ASAE), Law Essentials for Non-Lawyers Webinar, November 2021
- Presenter, "Employment Law Issues for Veterinary Practices," Pawsitive Leadership Podcast, August 2021
- Presenter, "The Employment Relationship: from Hiring to Firing (and Everything in Between)," Washington Metropolitan Chapter Community Associations Institute (WMCCAI) Webinar, August 2021
- Presenter, "Recent Changes in Federal, Maryland and DC Law," Frederick County Society for Human Resources Management (FCSHRM) Webinar, May 2021
- Presenter, "HR Issues in the Time of COVID," Veterinary Hospital Managers Association (VHMA) Webinar, February 2021
- Presenter, "COVID-19 Vaccine: Employer Considerations," Frederick County Society for Human Resources Management (FCSHRM) Webinar, February 2021
- Panelist, "COVID-19 Vaccine: Workplace Impact and Strategies," Gartner Research Webinar, February 2021
- Co-Presenter, "The Employment Relationship: From Hiring to Firing (And Everything In Between)," Washington Metropolitan Chapter Community Associations Institute Webinar, August 2020
- Co-Presenter, "Compensable Time Provisions," American Society of Association Executives (ASAE) Virtual Annual Meeting & Exposition, August 2020
- Co-Presenter, "Weathering the Pandemic Storm: Tips for Successfully Sheltering in Place during the Covid Tsunami," Frederick County Society for Human Resources (FCSHRM) Webinar, May 2020
- Presenter, "Law Essentials for Nonlawyers: Human Resources & Employment Law," American Society of Association Executives (ASAE) Webinar, April 2020
- Co-Presenter, "The Employment Relationship: Hiring to Firing & Everything in Between," Washington Metropolitan Chapter Community Associations Institute Conference & Expo, February 2020
- Presenter, "Maryland Employment Law: Updates and Changes," Frederick County Society for Human Resources (FCSHRM) Seminar, February 2020
- Co-Presenter, "Lessons Learned from Hollywood," Frederick County Society for Human Resources (FCSHRM) Annual Conference, May 2018
- Presenter, "Montgomery County Employment Laws Updates & Information - Women in the Workplace," Montgomery County Office of Human Rights and the Montgomery County Human Rights Commission, May 2018
- Lecturer at the 2008 ACCET Annual Conference in San Antonio, TX (FMLA and ADA Seminar)
- Co-Author and Lecturer of Essential Litigation Skills for Washington, D.C. Paralegals, Institute of Paralegal Education (2002).

Events

September 3, 2026

Collabolutions | The Pirate Code of GovCon Aboard the Historic USS Constellation
USS Constellation

June 30, 2026

Managing Legal, Tax & Security Risks in a Global Workplace Webinar
Virtual (via Zoom)

February 26, 2026

Remote Worker Fraud: Balancing Company Security Measures With Anti-Discrimination Obligations When Hiring
Video Webinar

September 10, 2025

In-House Connect | 2025 & Beyond: GC Playbook for Hot Issues in Trump 2.0 — Trade, Tariffs, Civil Rights, and the Enforcement Agenda
Ice Miller

September 18, 2024

Did I Get It Right? The Importance of Correctly Classifying Workers Webinar
Virtual via WebEx

June 11, 2024

Informed Employer Client Briefing: Providing Workplace Solutions
Ice Miller LLP

June 5, 2024

Implementing Metrics-Based DEI Programs Post-SFFA: Navigating an Evolving Regulatory Landscape, Meeting Company Goals
Video Webinar

May 2, 2024

What Employers Need To Know: Understanding the FTC's Proposed Rule Banning Noncompete Agreements
Virtual via WebEx

March 26, 2024

March Mania: The Dartmouth Ruling and the Employee Status of College Athletes and Student Workers Under the NLRA and FLSA
Virtual via WebEx

June 21, 2023

LeadingAge DC | New LTC Regulations RE: LGBTQ Seniors and Seniors with HIV
Capitol Commons

News

August 20, 2026

151 Ice Miller Attorneys Listed in *The Best Lawyers in America*® 2027 Rankings

July 31, 2026

Jennifer Jackman Featured on *Federal Drive with Terry Gerton*: "Organizations Are Discovering the Remote Work They Hired Might Not Be the One Doing the Work"

January 29, 2026

Joshua Klarfeld and Jennifer Jackman Quoted in *The Am Law Litigation Daily*: "Head to Toe Advocacy: How Clothes Fit Into a Litigation Strategy"

October 28, 2025

Six Ice Miller Partners Selected as 2026 *Benchmark Litigation Stars*

August 21, 2025

134 Ice Miller Attorneys Listed in *The Best Lawyers in America*® 2026 Rankings

January 30, 2025

Ice Miller Appoints Jennifer Jackman Office Managing Partner in Washington, D.C.

August 15, 2024

130 Ice Miller Attorneys Listed in *The Best Lawyers in America*® 2025 Rankings

July 31, 2024

Jen Jackman Quoted in *Indiana Lawyer*: "Circuit Court Ruling Shakes Up NCAA Amateurism Model"

October 6, 2023

Ice Miller Partners Selected as 2024 *Benchmark Litigation Stars*

August 17, 2023

133 Ice Miller Attorneys Listed in *The Best Lawyers in America*® 2024 Rankings

February 6, 2023

Ice Miller Expands East Coast Presence with Experienced Litigation Team