



“During my time at Paley Rothman I have had the opportunity to work with a truly wonderful group of clients. I look forward to continuing my Employment and Litigation practice at Lerch, Early & Brewer and hope to continue to have the opportunity to serve you.”

Jessica Summers

Principal (She/Her)

301-657-3442

jbsummers@lerchearly.com

It has been a pleasure working with you over the years.

I will be transitioning to Lerch, Early & Brewer effective May 1, 2023.

For new and existing clients, you can contact me using the updated information above.

Thanks again and I look forward to continuing our work together.

PRACTICE AREAS

Employee Benefits
Employment Law
Retirement Plans
Corporate
Government Relations
Litigation: Business
Litigation: Individual

BAR ADMISSIONS

Maryland
District of Columbia
Virginia
United States Supreme Court

EDUCATION

J.D., *Cum Laude*, American University, Washington College of Law, 2012

B.A., *Magna Cum Laude*, Wheaton College (MA), 2008

ACCOLADES & AWARDS

Maryland *Super Lawyers* "Rising Stars" (2017-2023)

Washington D.C. *Super Lawyers* "Rising Stars" (2017-2020)

Best Law Firms – *U.S. News & Best Lawyers* (2013-2023)
- Tier 2 National Ranking for Litigation - Labor & Employment
- Tier 2 National Ranking for Employment Law - Management
- Tier 1 Metropolitan (D.C. area) Ranking for Litigation - Labor & Employment
- Tier 1 Metropolitan (D.C. area) Ranking for Employment Law - Management

IN THE NEWS

14 Paley Rothman Attorneys Named to the 2023 Maryland Super Lawyers and Rising Stars Lists

Paley Rothman Earns National and Local Honors in U.S. News “Best Law Firms” 2023 Rankings

10 Paley Rothman Attorneys Named as Maryland Super Lawyers and Two Attorneys Named as Maryland Super Lawyers Rising Stars for 2022

Paley Rothman Earns National and Local Honors in U.S. News “Best Law Firms” 2022 Rankings

Jessica Summers Provides Commentary for HR Dive Concerning Pre-Employment Testing Policies

Glenn Cooper No. 1, 13 Paley Rothman Attorneys Named to the 2021 Maryland Super Lawyers and Rising Stars Lists

Glenn Cooper Top 10, 14 Paley Rothman Attorneys Named to the 2020 Washington D.C. Super Lawyers and Rising Stars Lists

14 Paley Rothman Attorneys Named to the 2020 Maryland Super Lawyers and Rising Stars Lists

Michelle Chapin Elected Shareholder and Jessica Summers Named Principal at Paley Rothman

Jessica Summers Published an Article on the Anticipated Changes From President-elect Joe Biden’s Workplace Agenda on Law360

Jessica Summers Published an Article On Bloomberg Law And Examines What The FDA Final Approval Of The Pfizer Vaccine Means For Employer Mandates.

Jessica Summers Provides Commentary for HREOnline Article on DOMA

13 Paley Rothman Attorneys Named to the 2019 Washington D.C. Super Lawyers and Rising Stars Lists

17 Paley Rothman Attorneys Named to the 2018 Washington D.C. Super Lawyers and Rising Stars Lists

17 Paley Rothman Attorneys Named to 2017 Washington D.C. Super Lawyers and Rising Stars Lists

Jessica Summers Serves as Panelist at B-CC Chamber Event on Affordable Health Care

Paley Rothman Hires Jessica Summers and Jack Blum as Associates

Paula Calimafde and Jessica Summers Co-Author Article for MSBA Bar Bulletin Estate & Trust Section

Paula Calimafde and Jessica Summers Co-Author Chapter on Employee Benefits for NYU Review

Jessica Summers Admitted to Practice in Maryland

Jessica Summers Published an Article in the Society for American Florists Magazine

RECENT PUBLICATIONS

"What if Customers Prefer Vaccinated Employees?," *SHRM.org*, January 2022

"Pfizer Final Approval Boosts Employer Vaccine Mandates for Workers," *Bloomberg Law*, September 2021

"What New EEOC Vaccine Incentive Guidance Means for HR Leaders," *HRExecutive.com*, June 2021

"Biden Workplace Agenda Will Bring Change Despite Hurdles," *Law360*, November 2020

"Managing the Risks of Employee Cellphone Use," *Society of American Florists Magazine*, June 2017

"Stand Alone HRAs, Employer Payment Plans and the ACA's Most Overlooked Penalty," *MSBA Section of Labor and Employment Law Newsletter*, Volume XX, Number 2, Spring/Summer 2015

"Local Jurisdictions are Beating the Drum to 'Ban the Box'," *MSBA Section of Labor and Employment Law Newsletter*, Volume XX, Number 2, Spring/Summer 2015

"Supreme Court Rules That ERISA Fiduciaries Have Distinct Liability for Ongoing Duty to Monitor Plan Investments," *MSBA Section of Labor and Employment Law Newsletter*, Volume XX, Number 2, Spring/Summer 2015

"Retirement Plans for Small Businesses: Finding the Right Fit," co-authored with Paula Calimafde, *Marketwatch Retirement Weekly*, January 2015

"Tax Reform and the Potential Negative Impact for Small Business and Its Qualified Retirement Plan System," Chapter 10, co-authored by Paula Calimafde. Originally published in *New York University Review of Employee Benefits and Executive Compensation – 2014*. © 2014 New York University. Published by Matthew Bender & Co., Inc., a member of the LexisNexis Group.

"Six Worst Mistakes to Make with Beneficiary Designations," *MSBA Bar Bulletin*, September 2013

CIVIC & COMMUNITY INVOLVEMENT

Northern Virginia Chapter of the Virginia Women Attorneys Association

-Member, Board of Directors (2022-Present)

Society for Human Resource Management

Bethesda-Chevy Chase Chamber of Commerce

Bar Association of Montgomery County

Maryland State Bar Association

Virginia State Bar Association

District of Columbia Bar

SPEECHES & PRESENTATIONS

"Employment Law Day 2023 - Oh Baby! Navigating the Nuances of Employing Parents and Parents to Be," Paley Rothman, March 2023

"Employment Law Day: Old Laws, New World: Applying Existing Laws to a Changing Workplace," Paley Rothman, February 2022

"Returning Employees to the Workplace," Paley Rothman, April 2021

"Employment Law Day - Changes: A New Chapter in Employment Law," Paley Rothman, February 2021

"A Look Forward - What to Expect from the New Administration," Montgomery County Society for Human Resource Management (SHRM), December 2020

"Employment Law Day: Employment Deployment - Managing the Realities," Paley Rothman, February 2020

"Employment Law for Child Care Providers," Maryland State Child Care Association, October 2019

"Employment Law Day: Taming the Toxic Employee," Paley Rothman, February 2019

"Employment Law Basics for Childcare Centers," Organization of Child Care Directors, January 2019

"Classifying Workers: From Independent Contractors to Overtime Exemptions," Federal Bar Association and *myLawCLE*, June 2018

"Advanced Employment Law: What You Need to Know," National Business Institute, April 2018

"Employment Law Day: Take It or Leave It – A look at new leave issues facing employers," Paley Rothman, November 2017

"Grassroots Breakfast - What Lies Ahead?" Society of American Florists, March 2017

"Employment Law Day: The Afternoon After the Morning After - Post-Election Debrief," Paley Rothman, November 2016

"Employment Law: 2016 Comprehensive Guide," National Business Institute, August 2016

"Navigating the New Overtime Rules," Federal Bar Association and *myLawCLE*, August 2016

"From Hire to Fire: Effectively Managing Critical Junctures in the Employer-Employee Relationship," Federal Bar Association and *myLawCLE*, July 2015

"The Employer Mandate & Beyond: Navigating the ACA from an Employer's Perspective," Federal Bar Association and *myLawCLE*, November 2014

"Affordable Care Act and Other Developments in Employment Law," *Human Resources Law: What You Need to Know Now*, National Business Institute, October 2013

MEDIA COMMENTARY

"The risks of posting to social media at work," *Good Day DC*, WTTG, October 26, 2022

"Employers face 'new era' of drug testing in post-pandemic landscape", HRDive.com, September 22, 2022

"Analysis: Vaccine Mandates In The Work Place," *Good Day DC*, WTTG, October 18, 2021

"Legality of Vaccine Mandates," *Good Day DC*, WTTG, August 24, 2021

"Workplace Harassment," *Good Day DC*, WTTG, August 10, 2021

"The DOMA Decision: One Year Later," by Mark McGraw, *Human Resource Executive Online*, July 21, 2014

WEBINARS

"Employment Law Day 2023 - Oh Baby! Navigating the Nuances of Employing Parents and Parents to Be," March 2023

Employment Law Day: Old Laws, New World: Applying Existing Laws to a Changing Workplace, February 2022

Change Comes to the Commonwealth – A Virginia Employment Law Update, June 2020

Returning Employees to Work As COVID-19 Restrictions Ease, May 2020

CARES Act – Your Questions Answered, April 2020

Overtime Rules Rematch: Navigating the Newest Overtime Rules, October 2019

From Wort to Wages: Employment Law Basics for Breweries, October 2018

We've Got Chicken Soup for You: How to Comply with Maryland's New Sick & Safe Leave Law, February 2018

New Overtime Regulations - An Overview, June 2016