

PRACTICE AREAS

- Class Actions & Multi-District Litigation
- Employment & Labor
- Employment Litigation
- Litigation

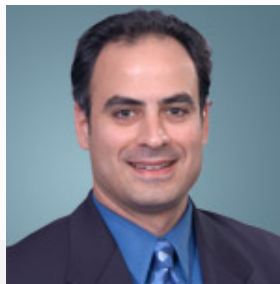
EDUCATION

- B.A., Texas A&M University, 1991, magna cum laude
- J.D., University of Texas, 1994, with honors
- LL.M., University of London, 1995, with merit

BAR & COURT ADMISSIONS

- New York, 1996
- North Carolina, 2003
- U.S. District Courts for the Eastern, Middle, and Western Districts of North Carolina, the Southern, Eastern, and Northern Districts of New York, and the Northern District of Texas
- United States Courts of Appeals: Second, Third, and Fourth Circuits
- United States Supreme Court

JOHN A. ZALOOM



MEMBER

430 Davis Drive
Suite 500
Morrisville, NC 27560-6802

RESEARCH TRIANGLE

TEL: (919) 286-8182
FAX: (919) 416-8380

johnzaloom@mvalaw.com

Regional, national, and global clients in wide-ranging industries rely on John Zaloom to help them with all varieties of employment law issues. Mr. Zaloom advises clients on policies and decisions to prevent disputes from arising, and he assists clients in litigation -- before the EEOC, the courts, or arbitrators -- when disputes arise.

For example, Mr. Zaloom helped one of his valued clients, a maturing and rapidly growing company through hiring, layoffs, terminations, and severance packages, along with two acquisitions that included negotiating hiring employees of the acquired entities. As the company has prospered, he has assisted in developing and revising employee policies, and he has defended it before the EEOC and the courts when employees alleged discrimination and Fair Labor Standards Act violations.

Additionally, Mr. Zaloom has continued an active commercial litigation practice throughout his career. He has trial experience and experience in briefing and arguing motions that often result in dismissals and summary judgments for clients. He takes a practical approach, however, weighing with his client the pros and cons of continuing with a case or attempting to get a quick and reasonable settlement.

Mr. Zaloom is able to serve clients in multiple jurisdictions, having been admitted to practice in North Carolina, New York, and numerous federal courts.

His client services include:

- Employment matters
- Employment contracts

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- Termination and severance
- Non-competition agreements
- Trade secrets
- Independent contractor status
- Wage and Hour and Fair Labor Standards Act Issues
- Family and Medical Leave Act
- WARN Act
- Wrongful discharge
- Retaliation
- Age, race, sex, religion, and disability discrimination
- Contract disputes
- Tort litigation
- Fraud claims
- General commercial litigation

Representative Cases:

- Obtained dismissal of Retaliatory Employment Discrimination Act case filed by former employee against textile industry client
- Obtained summary judgment for major hospital in race discrimination case
- Obtained dismissal of claim against Hong Kong client on personal jurisdiction grounds. Motion required successful defense of position that client was not a joint employer of the plaintiff
- Successfully defended attempt by company to restrain former employees from working in competitive field when non-compete clause was overbroad

OF NOTE

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- Included in *Business North Carolina's* Legal Elite list, 2011
 - Graduate, with honors, The University of Texas School of Law, where he received the Robert S. Strauss Endowed Presidential Scholarship and was on the staff of the

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JOHN A. ZALOOM*Texas Environmental Law Journal*

- Graduate, *with merit*, University of London, LL.M. in international business law
- Formerly practiced with two large firms in New York
- Active in pro bono representations on behalf of indigent individuals
- Co-authored an Aspatore book entitled "Understanding Fair Labor Standards Act Violations," January 2010
- Previous speaking engagements include:
 - July 1, 2004 – MVA Employment Update: The New FLSA Overtime Regulations
 - April 26, 2005 – MVA Employment Update: Delving into the Disability Dilemma: Focus on the Family and Medical Leave Act
 - May 18, 2006 – MVA Employment Update: Proper Hiring, Discipline, and Termination
 - March 22, 2007 – North Carolina Workers' Comp Conference: Americans with Disabilities Act, Proactive Strategies for Handling Repeat Claimants and Preexisting and Chronic Conditions
 - March 24, 2009 – MVA Employment Update 2009: Alphabet Soup: The FMLA, ERISA, COBRA, and the ADA
 - June 23, 2009 – Triangle Community Foundation: Retool for 2010
 - April 21, 2010 – MVA Employment Update 2010: Spring Cleaning: Trade Secrets, GINA, FLSA

PROFESSIONAL AFFILIATIONS

- American Bar Association: Litigation Section; Labor and Employment Sections
- North Carolina Bar Association: Litigation Section; Labor and Employment Law Section
- Wake County Bar Association