

KYLE J. JACOB

Associate, Employment & Labor

t 704.331.3572

kylejacob@mvalaw.com



Kyle Jacob is an experienced labor and employment attorney who has dedicated his career to helping employers manage their workforce and navigate the many laws and regulations impacting the workplace.

Kyle is a trusted advisor who has broad experience guiding employers through the intricate web of local, state, and federal laws and regulations impacting the workplace. Kyle regularly counsels nationally-based employers on topics such as wage-and-hour compliance, disability-related issues and job-protected leaves, employment discrimination and retaliation, workplace safety and workers' compensation, restrictive covenants, separation agreements, affirmative action obligations and virtually all other challenges, obstacles, and pitfalls that employers face in the day-to-day management of their workforce. Kyle also has experience assisting both non-unionized and unionized employers alike in navigating their obligations arising under the National Labor Relations Act.

While he recognizes the value in helping employers avoid litigation, Kyle regularly litigates before state and federal courts and various administrative agencies. Kyle counsels employers on compliance with, and has litigated claims brought under, the full array of labor and employment laws, including, but not limited to, the Fair Labor Standards Act, Title VII of the Civil Rights Act, the Pregnancy Discrimination Act, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Family and Medical Leave Act, and many state and local corollaries. Kyle's experience with administrative agencies spans the spectrum of EEOC and state agency discrimination charges, state and federal Department of Labor wage claims, unemployment claims, workers' compensation claims, OSHA inspections and citations, FINRA arbitrations, and OFCCP affirmative action programs for federal contractors.

Capabilities

- Bank Regulatory & Fintech
- Civil Litigation
- Commercial Litigation
- Employee Benefits & Compensation
- Employee Leave and Accommodations
- Employment & Labor
- Employment Agreements
- ERISA
- Investigations
- Litigation, Regulatory & White Collar
- Restrictive Covenants & Trade Secrets
- Securities & Capital Markets Litigation
- Wage & Hour Compliance
- Workplace Discrimination & Harassment

Education

J.D., Chicago-Kent College of Law, 2017 *Magna Cum Laude*

KYLE J. JACOB

Notable

- *Best Lawyers in America*, Litigation - Labor and Employment "Ones to Watch," 2024
- Lawndale Christian Legal Clinic, *Volunteer Attorney* (Juvenile Criminal Defense)
- Chicago Volunteer Legal Services, *Volunteer Attorney* (Family Law)

Affiliations

- American Bar Association
- Illinois Bar Association
- Chicago Bar Association

B.A., University of Wisconsin-Madison, 2008

Admissions

North Carolina, 2023

Illinois, 2017

U.S. District Court for the Northern District of Illinois, 2018

U.S. District Court for the District of North Dakota, 2019