

Jason M. Knott

Partner

Jason M. Knott, a litigator and employment lawyer with nearly two decades of experience, represents organizations and individuals in high-stakes civil and criminal disputes involving employment, insurance, and health care issues.

Drawing on his in-house experience as a chief human resources executive, Jason also advises executives and companies on matters involving employment terminations, employment and severance agreements, Title VII, pay disputes, breaches of codes of conduct, and issues involving corporate culture.

Jason recently served as Chief People Officer for a rapidly-growing global technology company, where he provided executive leadership of the human resources function and partnered with other executives to enhance and expand the company's global business operations while building, supporting, and retaining a team of leading professionals. Thanks to this experience, he brings an invaluable perspective and deep understanding of the challenges that businesses and their employees face.

Jason also has significant investigations experience and assists clients in responding to criminal, regulatory, and congressional investigations, as well as internal workplace reviews.

Professional leadership

- Member, Trial and Appellate Advocacy Subcommittee, American Bar Association Labor and Employment Section Employment Rights and Responsibilities Committee
- Barrister and Board Member, William B. Bryant American Inn of Court, 2014-2020
- Treasurer, Historical Society of the District of Columbia Circuit, 2014-2020

Recognitions

- The Best Lawyers in America, Commercial Litigation
- Legal Aid Society, Making Justice Real Pro Bono Award, 2018

Bar admissions



Washington, DC

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Practice focus

- Business Litigation
- Congressional investigations
- White Collar Defense
- Employment Law and Litigation
- Cultural Assessments and Internal Investigations
- False Claims Act
- Health Care
- Plaintiffs and Class Actions
- Procurement fraud
- Pro Bono

Education

- Harvard Law School, J.D., *cum laude*, 2003
 - *Journal of Law and Technology*
- University of North Carolina, B.A., with



ZUCKERMAN
SPAEDER

- District of Columbia
- North Carolina (inactive)

distinction, 2000

- Morehead-Cain Scholar

Court admissions

- U.S. Supreme Court
- U.S. Court of Appeals, District of Columbia Circuit
- U.S. Court of Appeals, Second Circuit
- U.S. Court of Appeals, Fourth Circuit
- U.S. District Court, District of Columbia

- Phi Beta Kappa

Languages

Representative matters

- Negotiated numerous severance and employment agreements on behalf of individual executives, and advised executives on compliance with non-competes and other provisions.
- Advises employers, officers, and directors concerning employment policies, terminations, whistleblower responses, and the conduct of internal investigations.
- Represents insurance underwriters in insurance coverage and subrogation actions related to lead paint claims.
- Represented clients in litigation alleging employment discrimination and sexual harassment.
- Represented Matthew Lawlor, former CEO of an online banking company, against his former employer in a breach of contract dispute. After an 11-day trial in which Jason cross-examined several key witnesses, the jury awarded Mr. Lawlor a \$5.3 million verdict. The case was recognized by Virginia Lawyers Weekly as one of "Virginia's Largest Verdicts of 2011."
- Represented the former partner of an investment firm in his lawsuit for breach of an agreement related to his economic participation in that firm. The jury awarded our client \$1.1 million for the investment firm's breach of contract, and the court granted our motion for summary judgment on the investment firm's counterclaim for breach of fiduciary duty.
- Represented patients and providers in ERISA and antitrust class actions challenging insurers' administrative fee charges, utilization review policies, and restrictions on competition.



- Represented a class of plaintiffs in an action involving allegations of fraud in the sale of limited-benefit insurance policies. The Arkansas Supreme Court affirmed class certification, and the firm achieved a settlement for the class that was valued in excess of \$40 million.
- Represented client in Foreign Corrupt Practices Act investigations by the Securities and Exchange Commission, the U.S. Department of Justice, and the Federal Reserve.
- Represented a member of Congress in House Ethics Committee investigations and an inquiry by the Office of Congressional Ethics.

