

Jacob L. Lorence
Associate

2016-2017, 2021-Present | Hessian & McKasy, P.A. | Associate

Private Practice engaged in business side transactional and litigation matters. General practice areas include: Employment Law, Employee Benefits Law, Administrative Law, Tax Law, and Environmental Law.

Highlights

- Significant experience dealing with employee benefits ERISA related matters including plan administration, regulatory compliance, fiduciary duty obligations, and employer contribution obligations.
- Advise employers on administrative complaints including: hostile work environment, disability discrimination, sexual harassment, and retaliation.
- Draft pleading including complaints, discovery motions, and motions for summary judgement.
- Draft appellate briefs to the Minnesota Court of Appeals and the 8th Circuit Court of Appeals.
- Advise clients facing civil liability from the U. S. Environmental Protection Agency and the Minnesota Pollution Control Agency.

2017 - 2021 | United States Air Force | Judge Advocate

Active-Duty member on the Judge Advocate General corps. Focused on labor and employment law and prosecuting Courts-Martial. Assigned to Joint Base Lewis McChord as the Chief of Labor and Employment Law and assigned to Ellsworth Air Force Base as the Chief of Military Justice and Area Defense Counsel.

Highlights

- Litigated alongside the Assistant United States Attorney office on a multi-million dollar hostile work environment cases involving the Department of the Army and the Department of the Air Force including discovery disputes, drafting pleadings, conducting depositions, defending depositions, and negotiating settlement.

- Represent the United States Air Force in adverse employment law proceedings including within the MSPB, EEOC, arbitrators, and Federal Court.
- Advise and assist with collective bargaining and discipline of civilian employees from letters of counseling to removal, union grievance negotiations, and Unfair Labor Practice allegations. This included advising supervisors, drafting legal reviews, conducting formal negotiations, and supporting the Office of Special Counsel.
- Oversee the Army and Air Force Equal Opportunity Office including assisting in investigations, answering official inquiries regarding the American with Disabilities Act and Title VII of the Civil Rights Act of 1964, and determining legal sufficiency of any finding by the Equal Opportunity Office.
- Prosecute felony level cases including but not limited to: drug possession, drug distribution, indecent exposure to a minor, assault with a deadly weapon, possession of child pornography, distribution of child pornography, indecent recording, indecent broadcast, revenge porn, extortion, abusive sexual contact, and sexual assault.
- Assist the Department of Justice and Federal Bureau of Investigation Office of General Counsel on sting operations and subsequent prosecution of military members.

Education

Juris Doctor, *May 2016, summa cum laude*, William Mitchell College of Law, St. Paul, MN

Bachelor of Arts, Business Management, *May 2013, cum laude*, Gustavus Adolphus College, St. Peter MN

Licensed In Minnesota state courts and the Federal District of Minnesota