



Kevin M. Mosher

Partner

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Kevin is an experienced general litigation attorney representing businesses and insurance companies throughout the U.S. in defending against general liability and employment claims and lawsuits.

Labor & Employment (Counseling & Litigation) – In addition to his litigation practice Kevin is the go-to HR attorney for many businesses, counseling them on handling HR compliance and working with them to devise strategies in handling workplace issues. As an MSBA Board Certified Labor & Employment Law Specialist, he has successfully represented and counseled hundreds of businesses on all aspects of HR. From litigation avoidance strategies to non-compete enforcement and defense, to executive contracts and severance agreements, to developing a strategy for layoffs and immigration compliance, Kevin works with businesses to address all of their HR legal needs.

General Liability (Litigation) -- Kevin additionally represents businesses and insurance companies to defend against general liability matters arising from, automobile, construction defect, and accident claims involving property damage or premises liability, personal injury, and wrongful death. He has served as national litigation counsel for Fortune 500 and 1000 companies alike.

Representative Experience

- Kevin has represented companies in hundreds of state and federal lawsuits and administrative investigations.
- Obtained summary judgment in cases in multiple industries from construction defect to employment law.
- More than a hundred successful mediations for insurance carriers and corporate defendants.
- Successfully represented and advocated for companies throughout the U.S. before various federal agencies, including EEOC, ICE, DOL, NLRB and many state agencies.
- Successfully advised businesses on thousands of complicated HR legal issues,

Services & Industries

- Labor & Employment
- Restaurants, Retail & Hospitality
- General Liability
- Business

such as harassment investigations, mass layoffs, terminations, and contract interpretation, without litigation ensuring for the businesses.

- Successfully written hundreds of HR related legal agreements without legal challenge, including severance agreements, contracts, settlement agreements, non-competes, non-solicitations, employment agreements and confidentiality agreements.
- Successfully obtained dozens of visas for businesses for key employees (example: B, H-1B, L, O, P, and TN visas).
- Successfully obtained several green cards for businesses for key employees.
- Founder of Thompson Coe's [myHRgenius](#) program.
- Manages Thompson Coe's monthly Labor & Employment webinar series – HR Best Practices.
- Frequent public speaker.
- Trains businesses across the U.S. on various compliance topics from #MeToo to Supervisor Performance Review Strategies to Hiring & Firing topics.

Education

- Hamline University School of Law (J.D., 2002)
 - Hamline Law Review, Managing Editor
 - CALI Award - International Law
- University of Wisconsin-Madison (B.S., 1997)
 - History

Bar Admissions

- Minnesota

Court Admissions

- Supreme Court, Minnesota
- Federal District Court, Minnesota
- Federal District Court, Northern, Southern and Central Districts of Illinois

Professional and Community Activities

- Minnesota State Bar Association-Member, Labor & Employment and Immigration Law Sections
- Ramsey County Bar Association

Speeches and Presentations

- May 2018 - Willis Towers Watson Total Rewards Conference (MN) – Employment Law Update
- October 2018 – GovDocs – Don't let #MeToo become #YouToo
- February 2019 – Paylocity Quarterly Employment Law Roundtable – Trumping HR in 2019
- Multiple dates in 2016 - Association of Legal Administrators, *Changes are in the Air: Understanding the DOL's New Rules pm Salaries, Independent Contractors*
- December 17, 2015 – Club E, St. Paul, MN. *What HR Changes to Expect in 2016*

- April 16, 2015 - Ninth Annual Labor and Employment Seminar, Dallas, TX: *Immigration Update/Impact of the President's Executive Orders*
- April 16, 2015 - Ninth Annual Labor and Employment Seminar, Dallas, TX: *Strategies for the Employers Dealing With the Undocumented Worker Dilemma*
- March 19, 2015 - HFTP Midwest Regional Conference, Detroit, MI
- May 21, 2014 - Association of Legal Administrators, Toronto - *Staying HR Savvy: U.S. Employment & Labor Law Update*
- April 9, 2014 - Ramsey County Bar Association - *Advising Small Businesses: Independent Contractor vs. Employee Status*
- May 2013 - Minnesota State Bar Association - *Contract Principles*
- December 18, 2013 - Minnesota State Bar Association - *Immigration Law for Employment Attorneys*
- Authors weekly *HR Tip of the Week* column for the Saint Paul Area Chamber of Commerce

Professional Recognition

- MSBA Certified Labor & Employment Law Specialist (2011-present)
- MSBA Immigration Section Board of Directors (2012-2013)
- Author: "The Effects of Globalization and Practical Aspects of Hiring Foreign Workers" published in "Employing International Workers" (Aspatore Books)

Languages

- German

Publications

January 5, 2021

Recruiting in 2021

December 23, 2020

The COVID-19 Vaccine Part 2

December 18, 2020

The 2020 HR Recap

December 18, 2020

The COVID-19 Vaccine Part 1

November 19, 2020

ICHRAs

October 20, 2020

The Importance of Strategic Transitions

September 24, 2020

Emotional Intelligence

July 20, 2020

The Tale of OCS and the Coronavirus

April 17, 2020

Rollout of Federal Pandemic Unemployment Compensation

March 9, 2020

The Coronavirus

December 24, 2019

Communication Breakdown in the Workplace

September 24, 2019

Interviewing Tips and Tricks

myHRgenius Podcast

September 9, 2019

The Trifecta: ADA, FMLA, and Workers Compensation

myHRgenius Podcast

August 26, 2019

Paid Sick and Safe Leave

July 17, 2019

Flextime in the Workplace

July 2, 2019

ADA Accommodations that Come with Fur and a Tail

June 4, 2019

Is Sexual Orientation Discrimination Unlawful? Supreme Court to Decide!

March 8, 2019

DOL Moves to Raise Salary Level Test to \$35,308

December 19, 2017

NLRB Overturns Obama Pro-Union Decisions

May 18, 2016

U.S. Department of Labor Unveils New Overtime Regulation

July 23, 2015

Do you foresee having two individuals who perform the same position, one just has more tenure and therefore is paid more, being exempt and the other being non-exempt?

February 25, 2015

New Immigration Overhaul Regs for H-4 Visa Spouses

March 3, 2014

Labor & Employment News: Volume 2014, Issue 1

March 12, 2013

New Form I-9

June 13, 2012

H-1B Visa Cap Reached

September 13, 2002

**Statutory Insurance Requirements, MCS-90 Endorsement and Other
Minimum Coverage Requirements**