



## **Kevin M. Mosher**

Partner

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Kevin Mosher 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**

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, 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.

Manage monthly Labor & Employment webinar series – HR Best Practices

Trains businesses across the U.S. on various compliance topics from #MeToo to Supervisor Performance Review Strategies to Hiring & Firing topics.

## **Awards & Recognition**

MINNESOTA STATE BAR ASSOCIATION  
Immigration Section Board of Directors  
2012-2013

## **Related Services**

Business and Commercial

General Liability/Catastrophic Injury

Labor & Employment

## **Publications & Speaking Engagements**

Disability and Religious Accommodations for Mask and Vaccination Requirements  
Aug 24, 2021

New Texas Law on Sexual Harassment Claims: What It Means for Employers  
Jul 19, 2021

## Medicare 101

Jul 1, 2021

## Recruiting in 2021

Jan 5, 2021

## The COVID-19 Vaccine Part 2

Dec 23, 2020

## The 2020 HR Recap

Dec 18, 2020

## The COVID-19 Vaccine Part 1

Dec 18, 2020

## ICHRAs

Nov 19, 2020

## The Importance of Strategic Transitions

Oct 20, 2020

## Emotional Intelligence

Sep 24, 2020

## The Tale of OCS and the Coronavirus

Jul 20, 2020

## Rollout of Federal Pandemic Unemployment Compensation

Apr 17, 2020

## The Coronavirus

Mar 9, 2020

## Communication Breakdown in the Workplace

Dec 24, 2019

## Interviewing Tips and Tricks

myHRgenius Podcast

Sep 24, 2019

## The Trifecta: ADA, FMLA, and Workers Compensation

myHRgenius Podcast

Sep 9, 2019

## Paid Sick and Safe Leave

Aug 26, 2019

Flextime in the Workplace

Jul 17, 2019

ADA Accommodations that Come with Fur and a Tail

Jul 2, 2019

Is Sexual Orientation Discrimination Unlawful? Supreme Court to Decide!

Jun 4, 2019

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

Mar 8, 2019

"Trumping HR in 2019"

Paylocity Quarterly Employment Law Roundtable  
2019

"Don't let #MeToo become #YouToo"

GovDocs  
2018

Employment Law Update

Willis Towers Watson Total Rewards Conference (MN)  
2018

NLRB Overturns Obama Pro-Union Decisions

Dec 19, 2017

U.S. Department of Labor Unveils New Overtime Regulation

May 18, 2016

"Changes are in the Air: Understanding the DOL's New Rules pm Salaries, Independent Contractors"

Association of Legal Administrators  
2016

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?

Jul 23, 2015

New Immigration Overhaul Regs for H-4 Visa Spouses

Feb 25, 2015

"Immigration Update/Impact of the President's Executive Orders"

Ninth Annual Labor and Employment Seminar  
2015

"Strategies for the Employers Dealing With the Undocumented Worker Dilemma"

Ninth Annual Labor and Employment Seminar  
2015

"What HR Changes to Expect in 2016"

Club E  
2015

Labor & Employment News: Volume 2014, Issue 1

Mar 3, 2014

"Advising Small Businesses: Independent Contractor vs. Employee Status"

Ramsey County Bar Association  
2014

"Staying HR Savvy: U.S. Employment & Labor Law Update"

Association of Legal Administrators  
2014

New Form I-9

Mar 12, 2013

"Contract Principles"

Minnesota State Bar Association  
2013

"Immigration Law for Employment Attorneys"

Minnesota State Bar Association  
2013

H-1B Visa Cap Reached

Jun 13, 2012

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

Sep 13, 2002

HR Tip of the Week column

Saint Paul Area Chamber of Commerce

## **Education, Admissions & Activities**

### EDUCATION

Hamline University School of Law

J.D., 2002

Hamline Law Review, Managing Editor

CALI Award - International Law

University of Wisconsin-Madison

B.S., history , 1997

#### BAR ADMISSIONS

Minnesota

#### LANGUAGES

German

#### COURT ADMISSIONS

Minnesota Supreme Court

United States District Court of Illinois: Northern, Southern, Central

United States District Court of Minnesota

#### PROFESSIONAL AND COMMUNITY ACTIVITIES

Minnesota State Bar Association

Member, Labor & Employment and Immigration Law Sections

Ramsey County Bar Association

#### PUBLICATIONS

“The Effects of Globalization and Practical Aspects of Hiring Foreign Workers”

Employing International Workers (Aspatore Books)