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FIRM NEWS

Jake Lorence Joins Lathrop GPM as Labor & Employment Counsel

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Minneapolis (March 6, 2025) — Lathrop GPM is pleased to welcome [Jake Lorence](#) as counsel to the firm's Minneapolis office. Lorence joins the firm's Labor & Employment Practice Group.

Lorence is an accomplished attorney with a proven track record of success in all aspects of labor and employment law.

Prior to joining Lathrop GPM, Lorence served as Associate General Counsel at a large multi-state restaurant franchisee and a commercial real estate company. In this role, he advised executives and front-line supervisors on a wide range of employee relations issues, such as: Title VII, ADAAA, FLSA, ERISA, COBRA, ADEA, OWBPA, PWFA, FMLA, FCRA, OSHA, GINA, USERRA, WARN, Workers Compensation, NLRA and state law equivalents.

Lorence has extensive experience conducting and advising on internal investigations, drafting and negotiating employment agreements and advising Human Resource Business Partners on employee relations issues throughout the employee lifecycle. In addition, he has litigated employment matters in federal and state courts, and before administrative agencies.

Lorence is passionate about providing zealous advocacy and obtaining the best results possible for his clients. His prior experience also includes serving as a Judge Advocate General (JAG) in the United States Air Force. In this role, Lorence litigated all phases of trial, including preliminary hearings, motions practice, findings and sentencing representing both the United States Air Force and United States Air Force Airmen. He also represented the United States Air Force in Federal Court and administrative proceedings.

Related People

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