



## Jake Lorence

Counsel

Minneapolis

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**Jake 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, Jake 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.

Jake 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.

Jake 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, Jake 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. Jake also represented the United States Air Force in Federal Court and administrative proceedings.

## Areas of Focus

### Services

[Labor & Employment](#)

[Employee Benefits &](#)

[Executive Compensation](#)

[Employment Counseling &](#)

[Personnel Management](#)

[Advising](#)

[ERISA, Life, Health &](#)

[Disability Litigation](#)

### Sectors

[Higher Education](#)

[trainED](#)

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## Credentials

### Education

- Washington University in St. Louis, LL.M., Taxation, 2023



- William Mitchell College of Law, J.D., 2016, summa cum laude
  - William Mitchell Law Review, Assistant Editor and Staff Member
- Gustavus Adolphus College, B.A., 2013, cum laude

### Bar Admissions

- Minnesota (2016)
- Florida (2022)